

Book	Policy Manual
Section	300 Employees
Title	Telework
Code	309.1
Status	Active
Adopted	April 6, 2022

Purpose

The Joint Operating Committee recognizes that in certain limited circumstances it may be necessary to allow or require school employees to work remotely in order to maintain continuity of school educational programs and operations.[1]

The Joint Operating Committee adopts the following policy to establish school rules for employees who telework from a remote work location.

Definitions

Remote work location – a worksite other than an employee’s regularly assigned place of work, typically the employee’s residence.

Telework/Teleworking – the performance of the assigned essential functions of an employee’s job at a remote work location via electronic means in accordance with the employee’s usual expected standards of performance and other approved or agreed-upon terms.

Teleworking agreement – a written agreement that details the terms and conditions to permit an employee to engage in teleworking.

Teleworking employee – a school employee who can perform all of their assigned essential job duties at a remote work location. The employee must have a suitable designated workspace at the remote work location and access to any computer and telecommunications equipment necessary for the completion of tasks.

Delegation of Responsibility

The Joint Operating Committee directs the Administrative Director or designee to develop procedures that outline circumstances under which employees may telework and the expectations for such employees while teleworking.

Guidelines

Employees may be required to sign a teleworking agreement, or acknowledge teleworking provisions in an applicable collective bargaining agreement, prior to working in a remote work location, which may be waived under emergency conditions at the Joint Operating Committee’s discretion or as specified in this policy.

Such an agreement may include, but is not limited to, the following considerations:

1. Acknowledgement that the employee’s compensation, benefits, work hours, and performance expectations shall not change while teleworking.

2. The employee shall be subject to and shall comply with the same Joint Operating Committee policies, administrative regulations, and standards of conduct as are expected at their regularly assigned place of work.
3. A teleworking employee's performance shall be monitored and assessed in the same manner as employees working from their regularly assigned place of work.
4. The employee shall work from a dedicated workspace that is free from health or safety hazards, undue distractions, or undue risk that confidential or private information will be discovered, or that school equipment permitted to be brought to the remote work location will be stolen or damaged. [2][3][4]
5. The employee shall obtain permission from their supervisor before bringing school property to a remote work location and will provide the supervisor with a written list of all such equipment.
6. The employee shall be personally responsible for any school equipment brought to the remote work location, shall be fully liable for any damage or loss occurring to the equipment during the period of use, and shall be responsible for its safe return. [5]
7. The employee does not have a right to telework and the teleworking arrangement may be terminated by the Joint Operating Committee or school administration at any time.
8. The employee shall notify their supervisor if the employee is not able to perform all assigned job duties, essential or nonessential, at the remote work location.

General Conditions

Employees whose physical presence at their regularly assigned place of work is essential to the performance of their duties may not be permitted to telework.

An employee may not telework as a replacement for leave. [6][7][8][9]

Attendance at the employee's regularly assigned place of work for onsite meetings, conferences, training sessions, and other school business activities may be required on scheduled telework days.

Nonexempt employees shall not be permitted to work overtime or during non-working hours while teleworking without authorization from the employee's immediate supervisor, in accordance with law and Joint Operating Committee policy. [10][11]

All teleworking employees shall be subject to and shall comply with the same Joint Operating Committee policies, administrative regulations, and standards of conduct as are expected under normal working conditions.

Emergency Conditions

In the event that local, state or federal officials, or any similar authority with appropriate jurisdiction, declare an emergency condition that prevents or discourages public gatherings due to a public health or safety concern, or closes school buildings, the Joint Operating Committee authorizes individual employees or designated classifications of employees to be permitted to telework in accordance with established procedures or as otherwise directed. [1]

For school employees unable to perform their assigned essential job duties while teleworking, such employees may be required to take any available accrued leave, whether paid or unpaid, in accordance with applicable Joint Operating Committee policies or provisions of an administrative compensation plan, individual contract, collective bargaining agreement or Joint Operating Committee resolution. [6][7][8][9]

Legal

1. Pol. 805
 2. Pol. 113.3
 3. Pol. 216
 4. Pol. 324
 5. Pol. 708
 6. Pol. 334
 7. Pol. 335
 8. Pol. 336
 9. Pol. 339
 10. Pol. 330
 11. Pol. 332
- Pol. 815
- Pol. 824