

1-5. TYPES OF EMPLOYMENT

- A. **TEMPORARY** --- Refers to employees hired to work for a limited period of time. Temporary employees are not entitled to fringe benefits.
- B. **PART-TIME** --- Refers to employees who work less than the normal work week. Part-time employees who work less than 32 hours a week are not entitled to fringe benefits.
- C. **REGULAR** --- Refers to employees who work a minimum of 40 hours per week. Regular employees are entitled to fringe benefits as outlined in this manual, regardless of the contract period.

- D. **LAY-OFFS** -- At the time of employment, employee will be informed that should system funding decrease, all staff positions will be evaluated for possible downsizing or restructuring.

The determination of who continues their employment will be based on evaluation of job performance and length of service.

1-6. NEPOTISM

- A. The **(INSERT YOUR SYSTEM NAME)** will not employ a member of the immediate family of a Board or Staff Member.
- B. Immediate family includes spouse, children, mother, father, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandfather, grandmother, grandson, or granddaughter.
- C. If two employees marry, neither shall be required to resign or transfer unless they have a direct supervisory relationship.
- D. No change in the existing status or position of a current permanent employee will be required if such position and/or relationship existed at the time of the adoption of this policy. I.e. If a member of an employee's immediate family later becomes a board member.
- E. Present employees are "Grandfathered" and are not subject to any of the above provisions or restrictions.

Personal Policy Manual Federal Government

K Morrison



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Table of Contents Personal Policy Manual Federal Government

1. Understanding the eBook Personal Policy Manual Federal Government
 - The Rise of Digital Reading Personal Policy Manual Federal Government
 - Advantages of eBooks Over Traditional Books
2. Identifying Personal Policy Manual Federal Government
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Personal Policy Manual Federal Government
 - User-Friendly Interface
4. Exploring eBook Recommendations from Personal Policy Manual Federal Government
 - Personalized Recommendations
 - Personal Policy Manual Federal Government User Reviews and Ratings
 - Personal Policy Manual Federal Government and Bestseller Lists

5. Accessing Personal Policy Manual Federal Government Free and Paid eBooks
 - Personal Policy Manual Federal Government Public Domain eBooks
 - Personal Policy Manual Federal Government eBook Subscription Services
 - Personal Policy Manual Federal Government Budget-Friendly Options
6. Navigating Personal Policy Manual Federal Government eBook Formats
 - ePub, PDF, MOBI, and More
 - Personal Policy Manual Federal Government Compatibility with Devices
 - Personal Policy Manual Federal Government Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Personal Policy Manual Federal Government
 - Highlighting and Note-Taking Personal Policy Manual Federal Government
 - Interactive Elements Personal Policy Manual Federal Government
8. Staying Engaged with Personal Policy Manual Federal Government
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Personal Policy Manual Federal Government
9. Balancing eBooks and Physical Books Personal Policy Manual Federal Government
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Personal Policy Manual Federal Government
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Personal Policy Manual Federal Government
 - Setting Reading Goals Personal Policy Manual Federal Government
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Personal Policy Manual Federal Government
 - Fact-Checking eBook Content of Personal Policy Manual Federal Government
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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