

... PRECESS TO EXECUTIVE SESSION

Chairman Stone

Invitation to convene in Executive Session

Anna Scholes
Scott McClure
Jan Mittleider
Joshua Kern

III. RECONVENE REGULAR MEETING

Chairman Stone

4:00 p.m., Taylor Bldg Room 276

IV. APPROVAL OF MEETING AGENDA

APPROVAL

REPORTS

J. Harmon

communities

d Procedures

J. Harmon

Eric Mittleider

4. College Policies and

April 19, 2014

President Fisher

A. Activities Update

B. Faculty Appointments



BOARD OF TRUSTEES

BOARD OF TRUSTEES

BOARD OF TRUSTEES

www.collegedug.edu • 708.462.7000
WTC Building • 200 Morris Avenue • Glen Ellyn, IL 60137

EXCELSIOR COLLEGE

COLLEGE OF DUPage

Board of Trustees
Annual Report
2015-2016
Board of Trustees
Board of Trustees

Unarm Stone

Board Mission Statement

THE TOURNAMENT

Board Mission Statement

Board of Trustees

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COLLEGE OF SOUTHERN

COLLEGE OF SOUTHERN IDAHO
COMMUNITY COLLEGE DISTRICT

ORDER: 628

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For more information about the study, contact Dr. Michael J. Hwang at (319) 356-4000 or email at mjhwang@uiowa.edu.

Digitized by srujanika@gmail.com

APPROVAL OF AGENDA: The agenda was approved.

Approving Officer: [Redacted]

REVIEW OF THE ANNUAL AUDIT: The annual audit was reviewed and approved by the Board of Directors on June 20, 2023. The audit report is attached to this agenda.

Approving Officer: [Redacted]

Approving Officer: [Redacted]

Approving Officer: [Redacted]

Approving Officer: [Redacted]

REVIEW OF THE ANNUAL AUDIT: The annual audit was reviewed and approved by the Board of Directors on June 20, 2023. The audit report is attached to this agenda.

Approving Officer: [Redacted]

5. Herrett Center Direct Joey Heck presented a list of items that he recommended be accepted into the permanent collection of the Herrett Center. The Board approved the acceptance of the following items:

Herrett Center Library

2. Physical Plant Director Bryan Cutler updated the Board on the building damage caused by the recent lightning strike. All repairs to the building are currently complete.

Other Items

• The Board approved the purchase of a new computer system for the Herrett Center. The new system will be used for the management of the library and the collection of data from the environmental monitoring equipment installed at the center. The new system will also be used for the management of the Herrett Center's website and social media accounts. The new system will be delivered in early July.

• The Board approved the purchase of a new computer system for the Herrett Center.

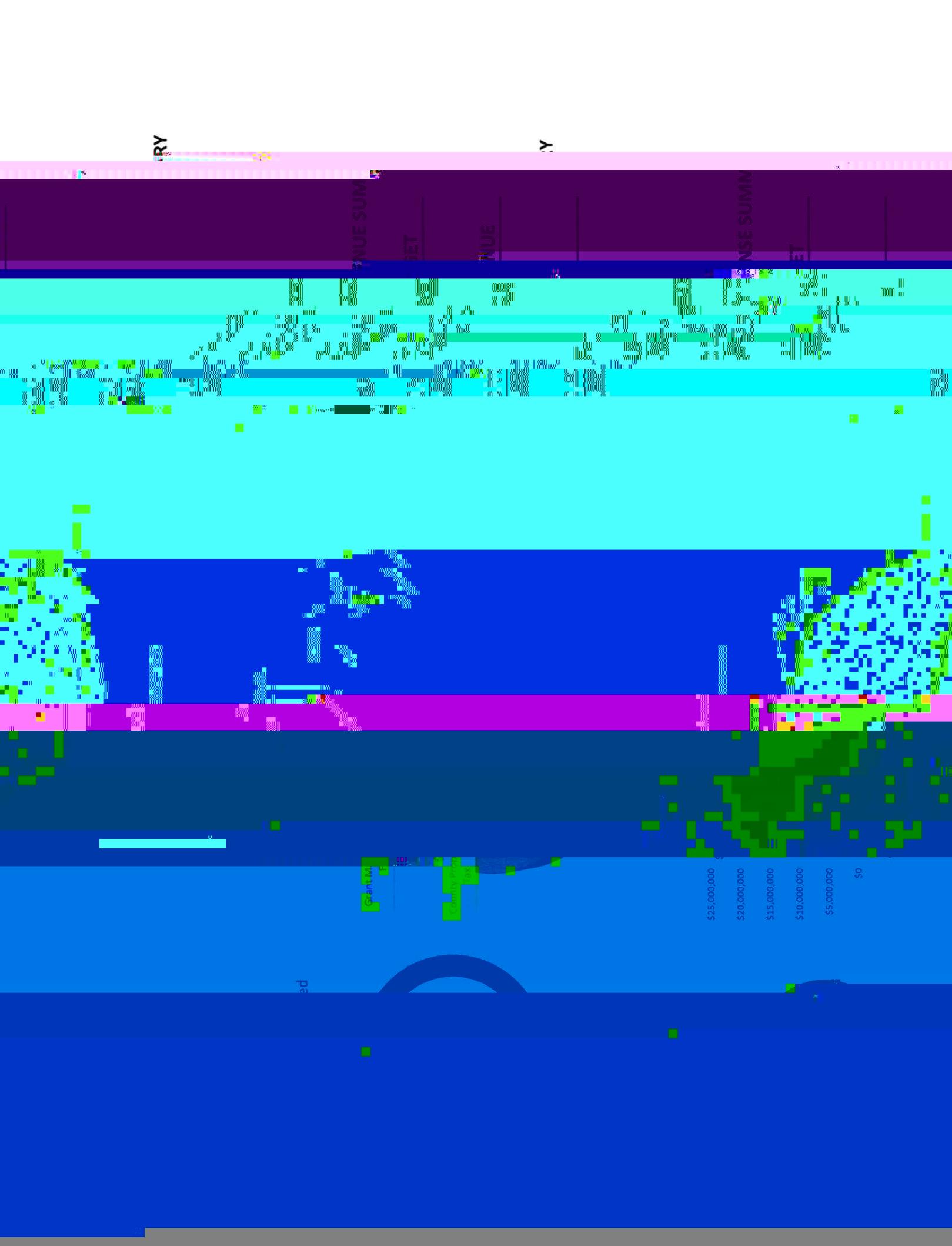
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College of Southern Idaho

Head Start/Early Head Start

Program Summary Report



Documents for Board Review and Approval: Board and Financial Report

Program Updates

The program received notification that we will receive a Focus Area 1 Monitoring

documented system in July. This document will be used to evaluate our program. If you have any questions or concerns, please contact our Director of Education, Dr. Jennifer Johnson.

Our program is currently working on the following areas:

- 1. Quality Improvement: We are working on improving our curriculum and ensuring it meets the needs of our children. We are also working on improving our staff training and development.
- 2. Family Engagement: We are working on improving our communication with families and ensuring they are involved in their child's education.
- 3. Program Evaluation: We are working on evaluating our program to ensure it is meeting the needs of our children and families.
- 4. Staffing: We are working on improving our staffing levels and ensuring we have enough qualified staff to meet the needs of our children.
- 5. Budget: We are working on improving our budget management and ensuring we are using our resources effectively.

If you have any questions or concerns, please contact our Director of Education, Dr. Jennifer Johnson.

I am excited to report the program received no findings.

Please see the attached letter for more information.

HEAD START

January 1, 2023-December 31, 2023

MONTHLY FINANCIAL REPORTS

COLLEGE

*May 2023



Category	Amount	Category	Amount	Category	Amount	Category	Amount
Program Expenses	\$1,234,567	Personnel Expenses	\$567,890	Facilities Expenses	\$345,678	Equipment Expenses	\$234,567
Student Support Services	\$456,789	Administrative Expenses	\$123,456	Other Expenses	\$765,432	Capital Expenditures	\$123,456
Grants Received	\$1,234,567	Debt Service	\$0	Net Assets	\$1,234,567	Capital Reserves	\$0
Total Expenses	\$3,057,982	Total Revenues	\$3,057,982	Total Assets	\$1,234,567	Total Liabilities	\$0

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Report Generated: May 1, 2023

Report Generated: May 1, 2023

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Report Generated: May 1, 2023

Report Generated: May 1, 2023

Month	Revenue	Expenses	Net Income	Bank Balance	
				Start	End
January	10000	8000	2000	10000	12000
February	12000	9000	3000	12000	13000
March	15000	10000	5000	13000	15000
April	18000	11000	7000	15000	17000
May	20000	12000	8000	17000	19000
June	22000	13000	9000	19000	21000
July	25000	14000	11000	21000	24000
August	28000	15000	13000	24000	27000
September	30000	16000	14000	27000	30000
October	32000	17000	15000	30000	33000
November	35000	18000	17000	33000	36000
December	38000	19000	19000	36000	39000
Total	400000	360000	40000	100000	130000

June 20, 2008

The Portland Police and Fire Commissions will meet at

Portland City Auditorium

For Budget hearings/Portland City Budget Committee

The City of Portland, Oregon, is the most populous city in the state of Oregon.

CCI

CONTINUOUS INTEGRATION

Continuous Integration is a software development practice where members of a team integrate their work frequently.

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WELCOME

It is our privilege to welcome you to the College of Southern Idaho. We wish you every success in your new job, and we hope that you quickly feel at home here.

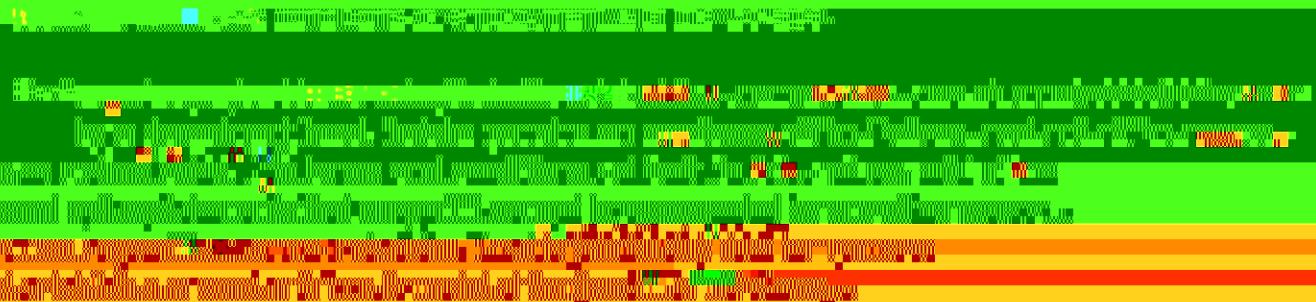


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I. THE ORGANIZATION FOR WHICH YOU WORK

The College of Southern Idaho is a community college district of the state of Idaho, though it is not part of state government. The Board of Trustees ("Board") serves as the governing body of the College, carrying out local legislative duties and fulfilling other obligations as



law permits. The Board consists of nine members appointed by the Governor of Idaho, who serve staggered four-year terms. The Board oversees the College's operations, including its academic programs, financial management, and physical facilities. The Board also approves the College's budget and oversees its financial resources. The Board is responsible for ensuring that the College provides quality education and training to its students, and it monitors the College's performance through various metrics and reports. The Board also oversees the College's compliance with state and federal laws and regulations, and it ensures that the College's policies and procedures are consistent with these requirements.



Employee Benefits: The College offers a variety of employee benefits, including health insurance, retirement plans, and paid time off. The College also provides opportunities for professional development and advancement within the organization. The College is committed to creating a positive work environment and providing employees with the resources and support they need to succeed.



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Employee Benefits: The College offers a variety of employee benefits, including

paragraph. In the event of any irreconcilable inconsistencies, the terms of this paragraph will prevail.

The College reserves the right to modify any of the policies, benefit offerings, and compensation

College employees. Changes may be made in the sole discretion of the Board except that changes that are necessitated by law may be made and implemented prior to the review of the Board.

III. EMPLOYEE STANDARD OF CONDUCT

Employees are expected to conduct themselves in a professional manner that is both ethical and

respectful of others. Employees are expected to work together in a positive and productive manner. This includes being considerate of other employees' time and personal space. It also includes being respectful of other employees' opinions and ideas. This will be done through open communication, active listening, and mutual respect. This will also involve showing appreciation for others' contributions and acknowledging their hard work and dedication.

A. Integrity and Honesty

Employees are expected to be honest and transparent in all interactions. They should not engage in any form of dishonesty or manipulation. This includes being truthful in reports, documents, and presentations. It also includes being accurate in financial records and maintaining proper accounting practices.

B. Professionalism and Etiquette

C. Respect for Others and Diversity

D. Confidentiality and Protection of Information

E. Job Satisfaction and Work Environment

6. Maintain a current appropriate dress code.

Students in uniform are to be dressed respectfully. Much respect can be shown by dressing neatly and appropriately. Uniform components must be clean, presentable, and in good condition. Students must also be well-groomed.

- a. Follow the school's uniform guidelines.

Students are to wear t-shirts and tank tops of solid colors. They may not wear any printed or patterned shirts.

- b. Dress all students uniformly.

Students are to wear trousers, shorts, skirts, and dresses of solid colors. They may not wear any patterned or printed bottoms.

- c. Dress all students uniformly.

Students are to wear jackets, coats, and sweaters of solid colors. They may not wear any patterned or printed outerwear.

- d. Allowances for rainy days.

Additional details of attire in the complete application.

7. Promote a safe environment.
Students are to be respectful of others in the classroom, hallway, and cafeteria. They are to avoid any behavior that would cause another student to feel uncomfortable or threatened.

- a. Encourage safe environment.

Students are to be respectful of their teacher, staff, and administration. They are to avoid any behavior that would cause another student to feel uncomfortable or threatened.

- b. Encourage safe environment.

8. Promote a positive school culture.
Students are to be respectful of their teacher, staff, and administration. They are to avoid any behavior that would cause another student to feel uncomfortable or threatened.

- c. Encourage positive school culture.

9. Promote diversity.
Students are to be respectful of their teacher, staff, and administration. They are to avoid any behavior that would cause another student to feel uncomfortable or threatened.

- d. Encourage diversity.

10. Promote a positive school culture.
Students are to be respectful of their teacher, staff, and administration. They are to avoid any behavior that would cause another student to feel uncomfortable or threatened.

- e. Encourage positive school culture.

11. Promote a positive school culture.
Students are to be respectful of their teacher, staff, and administration. They are to avoid any behavior that would cause another student to feel uncomfortable or threatened.

- f. Encourage positive school culture.

- 7. Not be a volunteer or public official for any organization that violates the religious beliefs of the public or fellow employees outside from private worship or recognized club activities.**
- 8. Not use, reproduce, distribute, publicly display, or perform copyrighted materials in any form.**
- 9. Not dispose of College property in a manner that financially or personally benefits the employee or that violates state law or College procedures.**
- 10. Not have non-College employment, or serve on any board or commission, that conflicts with duties performed for the College in any meaningful way or is undertaken in a**

example of conflicts of interest.

11. Not accept gifts, favors, or gratuities, or anything of value from another individual or organization that may influence your judgment or other professional practices.

12. Not discuss sexual conduct with the normal "fall-down positions" without their knowledge.

13.

14. Not discriminate against any individual based upon race, gender, ethnicity, age, marital status, or any other protected class.

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27. Not discriminate against any individual based upon race, gender, ethnicity, age, marital status, or any other protected class.

15.18. Not possess, wear, carry, transport, or introduce, including firearms, while upon

any vessel, aircraft, vehicle, or other conveyance, or in any manner, by land, air, or water, or by mail, or otherwise, except under State Statute that requires otherwise, excepted by the Commissioner.

15.19. Possessing weapons.

Any person who has been issued a license or permit to possess a handgun, shall not possess, carry, transport, or introduce, including firearms, while upon any vessel, aircraft, vehicle, or other conveyance, or in any manner, by land, air, or water, or by mail, or otherwise, excepted by the Commissioner.

Any person who has been issued a license or permit to possess a handgun, shall not possess, carry, transport, or introduce, including firearms, while upon any vessel, aircraft, vehicle, or other conveyance, or in any manner, by land, air, or water, or by mail, or otherwise, excepted by the Commissioner, shall be subject to the following:

Any weapons used to threaten the safety of another person, or acts of violence, or other conduct listed in this section, shall result in suspension of the holder's license or permit to possess a handgun.

15.20.

B

15.21.

Allegations of sexual harassment or related retaliation that follow under Title IX will be referred to the Office of Civil Rights.

Sexual harassment is defined as unwelcome conduct of a sexual nature that is directed at an individual because of sex. This includes race, color, national origin, age, disability, and gender identity.

Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that is directed at an individual because of sex. This includes race, color, national origin, age, disability, and gender identity.

When one or more persons in a legally protected class are subjected to sexual harassment or participation in the workplace, adverse employment actions are taken.

Sexual harassment is prohibited in all employment actions under Title IX. This includes recruitment, hiring, promotion, discipline, termination, and benefits.

Employment actions under Title IX include:

• Hiring and promotion
• Training and education
• Recruitment, hiring, promotion, discipline, termination, and benefits

• Employment-related news (including bulletins and e-mail messages)
• Employment-related news (including bulletins and e-mail messages)

Workplace Sexual Harassment (Non-TITLE IX)

Sexual harassment is a specific type of workplace harassment. Similar to Title IX, it is prohibited by law.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

• Submission to such conduct is made either explicitly or implicitly a term or condition of employment;

• Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual;

• Such conduct has the purpose or effect of unreasonably interfering with work performance

* ... or creating an environment that is hostile or abusive, where submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual;

• If the conduct is of a sexual nature, it is unwelcome to the person receiving it, and it follows on previous conduct;

• Such conduct has the purpose or effect of unreasonably interfering with work performance;

• It creates an environment that is hostile or abusive, where submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual;

• Unwelcome sexual conduct

• Discrimination based on sex (gender) can be based on gender, ethnicity, race, religion, national origin, age, disability, pregnancy, marital status, or any other protected class.

• Title VII

• Title VII prohibits discrimination based on race, color, national origin, sex, or disability.

Harassment in the Workplace

• Harassment is any unwelcome conduct of a sexual nature that creates an environment that is hostile or abusive, where submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual.

Examples for a 'hostile work environment' may include, but are not limited to, being subjected to discriminatory slurs, negative comments about job performance from management, harassment, or discrimination. In hostile work environments, employees are uncomfortable working in a company culture where they feel threatened, harassed, or discriminated against.

E. Workplace Retaliation

Workplace retaliation occurs when an employee is punished or treated negatively because they have filed a complaint or reported illegal or discriminatory behavior. Retaliation can take many forms, such as:

a. Threatening

b. Harassment

Retaliation can lead to significant emotional health issues, such as anxiety, depression, and even physical health problems. It can also result in legal action if it is severe enough, such as Title VII of the Civil Rights Act of 1964.

IV. Examples of Harassment and Discrimination in the Workplace

- o Harassing Comments
- o Slurping
- o Excessive Touching
- o Uninvited Greetings
- o Dislike of Appearance
- o Psychological Harassment
- o Hostile Environment for the Employee

2. Supervisor Responsibilities

• **Establish and Promote Human Resources' mission of equity, transparency, and accountability.**

• **Develop a work environment that values respect, inclusion, diversity, and equality for all personnel.**

• **Adopt a zero-tolerance policy regarding discrimination, harassment, sexual harassment, retaliation or hostile work environment.**

• **Ensure that all employees are aware of the policies and procedures for addressing discrimination, harassment, sexual harassment, retaliation or hostile work environment.**

3. Employee Responsibilities

• **Follow the organization's policies and procedures for reporting discrimination, harassment, sexual harassment, retaliation or hostile work environment.**

• **Respect the rights and dignity of all employees, regardless of race, ethnicity, gender, gender identity, sexual orientation, religion, age, disability, or any other protected class.**

• **Report any instances of discrimination, harassment, sexual harassment, retaliation or hostile work environment to the appropriate supervisor or HR representative.**

• **Participate in training and education programs offered by the organization to promote a respectful and inclusive workplace.**

3. The Designated Official should promptly review the complaint and consult with legal counsel for the College and the Director of Human Resources.

B. The Designated Official should review the complaint, the problem statement and any other relevant information from the complainant and the respondent.

C. The Designated Official will determine if there is sufficient evidence to support the complaint.

D. The Designated Official will either:

- a) recommend to the Complainant and the Respondent that they meet to discuss the problem and attempt to resolve it; or
- b) recommend to the Complainant and the Respondent that the problem be referred to the Office of Student Conduct for further action.

E. If the Designated Official determines that appropriate action has been taken, the Designated Official will inform the Complainant and the Respondent that the problem has been resolved. If no action has been taken, the Designated Official will inform the Complainant and the Respondent that the problem has not been resolved.

F. The Designated Official will inform the Complainant and the Respondent that the appropriate action, if any, has been taken. Because disciplinary personnel may be involved in the resolution of the problem, the Designated Official will inform the Complainant and the Respondent that the problem has been resolved.

IV. WITHDRAWAL FROM THE COLLEGE

A. A student may withdraw from the College at any time by giving the College a written notice of withdrawal.

B. A student may withdraw from the College by:

- a) presenting the appropriate withdrawal form to the Office of Student Conduct;
- b) the student's failure to pay tuition fees.

1. The concept of the guidance (first-hand knowledge and experience)

• If you have personal experience in the field, it is easier to understand the needs of your clients and their families.

2. Empathy

• Empathy is the ability to understand and share the feelings of another person. It is a key component of effective communication and can help build trust and rapport with clients.

3. Active listening

• Active listening involves paying attention to what the client is saying, without interrupting or judging. It requires a non-judgmental attitude and a willingness to hear the client's perspective. By actively listening, you can gain a better understanding of the client's needs and concerns, which can help you provide more effective guidance.

• Active listening is particularly important when working with clients who have complex needs or challenges. By truly listening to the client, you can identify the underlying issues and develop a tailored guidance plan that addresses their specific needs.

• Your guidance will benefit your client problems
if you:

• Listen attentively and respectfully.
• Show empathy and understanding.
• Ask clarifying questions to ensure you fully understand the client's needs.
• Encourage the client to express their thoughts and feelings.

4. Tailored guidance

• Tailored guidance is guidance that is specifically designed to meet the unique needs of the client. It takes into account the client's individual circumstances, values, and preferences.

• Tailored guidance is particularly important when working with clients who have complex needs or challenges. By tailoring the guidance to the client's specific needs, you can ensure that the guidance is effective and meaningful for them.

• Tailored guidance can be provided in various forms, such as written documents, audio recordings, or video recordings. It can also be provided in person or over the phone.

• Tailored guidance can be provided by a variety of professionals, such as social workers, psychologists, and counselors. It can also be provided by volunteers or community members who have relevant expertise and experience.

or of prescription day on College premises or at any time and any place during working hours.

Alcohol

Alcohol may impair your judgment, coordination, and physical and mental performance.

Use

degrees of alcohol

The College encourages you to drink responsibly and appropriately at all times. All employees are

encouraged to contribute to a positive and supportive work environment.

Alcohol may impair your judgment, coordination, and physical and mental performance.

Without work, people do not live well. Alcohol can lead to health problems, including depression, anxiety, and other mental health issues.

Alcohol can impair your judgment, coordination, and physical and mental performance.

Office behavior supports the behavior of Higher Order of the College. It is important to remember that office behavior is not limited to the workplace. It can also occur in the community, in social settings, and online. It can arise from such personal relationships in the workplace. Sabotage in a change of employment policies.

Employees are prohibited from dating, pursuing a date, and having or pursuing a romantic relationship with another employee.

Sexual Harassment

The College has a zero-tolerance policy for sexual harassment.

Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature that creates an hostile or offensive work environment. It includes unwelcome sexual comments, jokes, or gestures, and unwanted touching or physical contact.

Sexual harassment is prohibited in the College workplace. For more information about the College's

E. Information Technology Policy Statement

CSI is committed to developing, maintaining, and providing quality information technology services to its students, faculty, staff, and visitors. These services include, but are not limited to, computer hardware, software, network infrastructure, and support. The University of Colorado at Boulder is committed to the responsible use of information technology resources. This statement outlines the principles and guidelines for the use of IT resources.

1. General Principles

a. Academic Integrity

The University of Colorado at Boulder expects all members of the university community to act with integrity and respect for the rights and property of others. This includes the responsible use of information technology resources. Students, faculty, and staff who violate the principles of academic integrity will be subject to disciplinary action.

Students, faculty, and staff are expected to follow the rules and regulations of the university regarding the use of information technology resources.

b. Privacy and Security

The University of Colorado at Boulder is committed to protecting the privacy and security of its members' personal information.

i. Non-discrimination

The University of Colorado at Boulder does not discriminate on the basis of race, color, national origin, sex, age, disability, or any other protected class.

The University of Colorado at Boulder is committed to providing equal opportunity to all members of the university community.

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opportunity.

3. Issues involving dishonesty, immorality or illegal conduct are the only issues which can be based on this procedure.

4. Termination of Employment

- a. A written notice of termination of employment shall be given to the employee.

5.

- b. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- c. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- d. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- e. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- f. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- g. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- h. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- i. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- j. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- k. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- l. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- m. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- n. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- o. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- p. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- q. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- r. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- s. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- t. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- u. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- v. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- w. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- x. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

- y. The notice period shall be at least one month, unless otherwise agreed by the employer and the employee.

B. The Notice Period

- a. If the termination of employment is due to redundancy,

- b. If the termination of employment is due to redundancy,

- c. If the termination of employment is due to redundancy,

- d. If the termination of employment is due to redundancy,

- e. If the termination of employment is due to redundancy,

- f. If the termination of employment is due to redundancy,

- g. If the termination of employment is due to redundancy,

- h. If the termination of employment is due to redundancy,

- i. If the termination of employment is due to redundancy,

- j. If the termination of employment is due to redundancy,

- k. If the termination of employment is due to redundancy,

- l. If the termination of employment is due to redundancy,

- m. If the termination of employment is due to redundancy,

- n. If the termination of employment is due to redundancy,

- o. If the termination of employment is due to redundancy,

unary and binary operations will not be supported by the compiler. The compiler will issue an error message if it finds such constructs.

3. The `Final` keyword is now supported for final variables and final methods. It is also possible to declare final variables and final methods in the class. Support for final variables and final methods has been added to the compiler. If this is what you want, then you can declare your variables and methods as final. This will prevent them from being modified or overwritten by other code.

4. The `String` class now supports the `format` method. This allows you to format strings in a more flexible way. For example, if you want to print a string with a specific width and alignment, you can do so like this:

String#format(String, Object...)

This method takes a string and a variable number of objects. It formats the string according to the objects provided. For example, if you want to print a string with a width of 10 and an alignment of left, you can do so like this:

18

1. The `String` class now supports the `format` method. This allows you to format strings in a more flexible way. For example, if you want to print a string with a width of 10 and an alignment of left, you can do so like this:

3. The `String` class now supports the `format` method.

4. The `String` class now supports the `format` method. This allows you to format strings in a more flexible way. For example, if you want to print a string with a width of 10 and an alignment of left, you can do so like this:

the hiring process can be hired and/or that no one related to an applicant within the second degree of consanguinity or affinity may be hired.

In addition, the Commission will not hire anyone related to a member of the Board or who is related to a member of the Board's immediate family, including spouses, children, parents, brothers and sisters, and their spouses, and their children.

1359(5).

III. FREE PERSONNEL FILES

A. Personnel Records

1. The office of the Secretary shall maintain personnel records for all employees of the Commission. These records shall include:
 - a. Current resume, Department of Employment Security registration number, Social Security number, date of birth, address, telephone number, marital status, dependents, and other information required by law, including Section 516;
 - b. Current home address, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - c. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - d. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - e. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - f. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - g. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - h. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - i. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - j. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - k. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - l. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - m. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - n. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - o. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - p. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - q. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - r. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - s. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - t. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - u. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - v. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - w. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - x. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - y. Current place of employment, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;
 - z. Current place of residence, telephone number, Social Security number, date of birth, marital status, dependents, and other information required by law, including Section 516;

Each employee will be provided an opportunity to contest the contents of his/her personnel records. The agency will provide an opportunity for each employee to file a written complaint with the Commission regarding the contents of his/her personnel records.

1. Correct the Errors If the employee believes that it is false or unfairly misleading, In general, it is best to allow the employee to make changes to the information. The employee may add his/her own handwritten notes to the document. The employee's written objection and explanation to provide a complete employment history. Any such changed removal of information will be documented in writing and maintained.

2. Remove the Information

Generally, the responsibility of the employer because of the health care privacy law is to remove all information of the employee's medical history, including any medical condition, diagnosis, treatment or procedure that may be considered "sensitive" information, such as HIV status, mental health conditions, and drug or alcohol abuse.

A. Remove the Medical History

"Medical history" includes "the history, including past and present, of any disease, disorder, injury, disability, symptom, sign, or other physical or mental condition."

1. Remove the History of Disease and Injury

Employers are prohibited from requesting or requiring an employee to disclose his/her medical history, except for the following:

B. Remove the Symptom

The employer may request or require an employee to disclose his/her symptoms if they are related to the job or if they are related to the employee's ability to work, given the nature of the position.

C. Remove the Sign

Employers are prohibited from requesting or requiring an employee to disclose his/her signs, unless they are related to the job or to the employee's ability to work, given the nature of the position.

Full Disclosure Policy

The following is a sample full disclosure policy:

Employers are prohibited from requesting or requiring an employee to disclose his/her medical history, except for the following:

3. Part-Time Regular Employees

Employees who

**Imperial University
Tours and Shows
including visits to
University of Birmingham**

[View Details](#) | [Edit](#) | [Delete](#)

www.english-test.net

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The "Chen-and-Tuckerbox"

Digitized by srujanika@gmail.com

Touch Sensors

reduced or employees may be laid off by the President or his/her designee as necessary to meet budgetary constraints or as work needs change.

Definitions

Employee means a person employed by the President or his/her designee as complying with the Fair Labor Standards Act.

Exempt (hourly) for purposes of this section do not include those covered by compensation. Employees shall

Compensation

The amount of compensation paid to an employee is determined by the following:

- a. The number of hours worked by the employee during the pay period.
- b. The rate of pay per hour.
- c. Any overtime pay due to the employee.

Compensation is calculated by multiplying the number of hours worked by the rate of pay per hour. Overtime pay is calculated by multiplying the regular rate of pay by 1.5 times the number of hours worked over 40 hours in a week. The regular rate of pay is the rate of pay for the first 40 hours worked in a week. Overtime pay is the rate of pay for the hours worked over 40 hours in a week.

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Payroll

Payroll is the amount of money paid to an employee for their work. Payroll includes wages, salaries, commissions, bonuses, and other forms of compensation. Payroll is typically paid monthly or bi-monthly. Payroll is also used to refer to the process of calculating and distributing payroll amounts to employees.

by a supervisor or the payroll office to correct mistakes or acknowledge benefits the employee. Exempt employees may be required to document time worked or benefits.

deductions, etc., must communicate with the employee about his/her pay.

For purposes of pay, each month consists of four weeks starting Monday through Friday, with Saturday and Sunday as unpaid days off.

Payroll procedures will remain consistent throughout the year unless otherwise directed by the Board.

G Work Periods

Employees are paid weekly, on Sunday of each week and concludes at 11:59 p.m. of the succeeding Saturday.

G Payroll Procedures and Paydays

1. Employees are paid monthly throughout the year. Paychecks or direct deposit.

Each month begins on the first day of the month and ends on the last day of the month. The last day of the month will fall on the second working day of the month.

Employees will be entitled to receive their paychecks or direct deposit on the last day of the month.

Payroll procedures will remain consistent throughout the year unless otherwise directed by the Board.

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called to serve as a court witness in matters specifically related to College

1. Employment

a. Employment by the College

i. Employment of U.S. Faculty and Staff

The College will be responsible for employment of faculty and staff in accordance with applicable federal, state and local laws.

ii. Employment of Non-U.S. Faculty and Staff

The College will be responsible for employment of non-U.S. faculty and staff in accordance with applicable federal, state and local laws.

iii. Employment of Contractors

The College will be responsible for employment of contractors in accordance with applicable federal, state and local laws.

iv. Employment of Consultants

The College will be responsible for employment of consultants in accordance with applicable federal, state and local laws.

v. Employment of Interns

The College will be responsible for employment of interns in accordance with applicable federal, state and local laws.

vi. Employment of Substitute Teachers

The College will be responsible for employment of substitute teachers in accordance with applicable federal, state and local laws.

vii. Employment of Substitute Faculty

The College will be responsible for employment of substitute faculty in accordance with applicable federal, state and local laws.

viii. Employment of Substitute Staff

The College will be responsible for employment of substitute staff in accordance with applicable federal, state and local laws.

viii. Employment of Substitute Staff

The College will be responsible for employment of substitute staff in accordance with applicable federal, state and local laws.

x. Employment of Substitute Faculty

The College will be responsible for employment of substitute faculty in accordance with applicable federal, state and local laws.

x. Employment of Substitute Staff

The College will be responsible for employment of substitute staff in accordance with applicable federal, state and local laws.

A. Vacation Leave

1. Vacation leave is available to full-time regular employees who have accrued vacation leave. Vacation leave will be granted to employees at least 40 hours per week accrue vacation at the following rates:

the first 12 months of CSI service, vacation leave will be accrued and calculated as follows:

Years of Service	Accrual Rate	Accrued Vacation
0 - 12 months	1/120	1 hour
13 - 24 months	1/100	1.2 hours
25 - 36 months	1/80	1.5 hours
37 - 48 months	1/60	1.8 hours
49 - 60 months	1/50	2.0 hours
61 - 72 months	1/40	2.2 hours
73 - 84 months	1/30	2.4 hours
85 - 96 months	1/20	2.6 hours
97 - 108 months	1/15	2.8 hours
109 - 120 months	1/12	3.0 hours

For each additional year of CSI service, vacation leave will be accrued and calculated as follows:

and (b) employees will be granted for each month:

and (c) employees will be granted for each month:

and (d) employees will be granted for each month:

and (e) employees will be granted for each month:

and (f) employees will be granted for each month:

and (g) employees will be granted for each month:

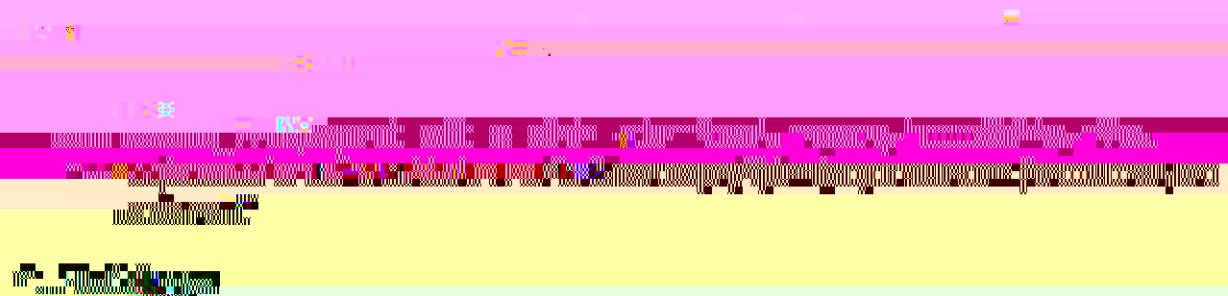
and (h) employees will be granted for each month:

and (i) employees will be granted for each month:

and (j) employees will be granted for each month:

and (k) employees will be granted for each month:

necessary care. Sick leave must be requested at least within two hours of the time the scheduled work period is to begin, unless circumstances outside the control of the employee prevent such notice. The President or supervisors may require the employee to provide a doctor's note, or require, at the College's expense, an examination by a physician appointed by the College.



Emergency Work Full-time regular employees will receive compensation for all hours worked in emergency situations, including overtime, at a rate of 110% of their regular rate of pay.

Compensation will be negotiated by the Board.

Full-time regular employees who are required to work on holidays will receive compensation for all hours worked at a rate of 110% of their regular rate of pay.

Scheduled emergency work on holidays will be compensated at a rate of 110% of their regular rate of pay.

Health Benefits

Health Benefits
Health Benefits
Health Benefits

Health Benefits

Health Benefits

Up to one employee will receive free medical insurance for the family. Each employee will receive up to \$1000 in dental insurance. Each employee will receive up to \$1000 in vision insurance. Each employee will receive up to \$1000 in life insurance.

E. Leaves of Absence

Up to 30 days of unpaid leave can be approved by the responsible supervisor.
Leave of absence may be granted for a period of time up to 30 days.
Leave of absence may be granted for a period of time up to 30 days.

F. Benefits for Temporary Employees

All temporary employees receive benefits provided by law including worker's compensation, unemployment insurance, and sick pay.

■ Temporary Employee Benefits in Ontario

Temporary employees are entitled to the same benefits as permanent employees under the Employment Standards Act of Ontario. These include minimum wage, overtime pay, and vacation pay.

■ Employment Insurance

Temporary employees are eligible for Employment Insurance if they meet certain requirements. They must have worked at least 15 hours per week for 12 weeks in the last four months. They must also be available for work and not be receiving pay from another employer.

■ Accrued Benefits with Transfer

Accrued benefits continue when the employee transfers from one department to another within the College. However, upon such transfer, the employee is only eligible for those benefits authorized for the particular position, participation, and employment status.

■ Examples of Benefits

The following are examples of benefits:

- 1. Health Insurance
- 2. Retirement Savings Plan
- 3. Paid Vacation Days
- 4. Sick Pay

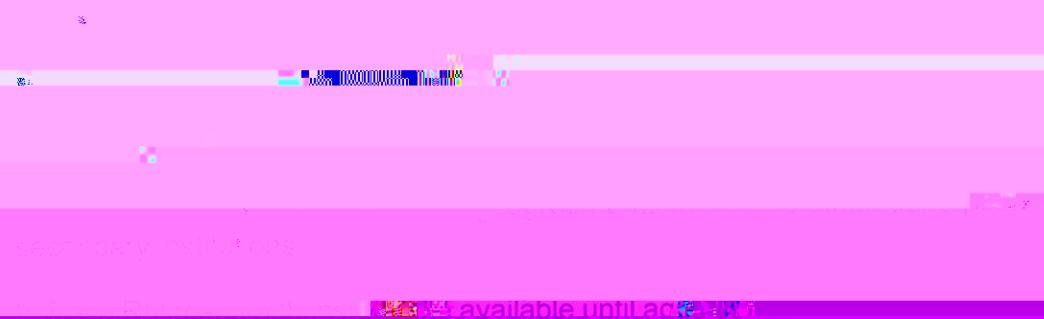
■ Summary

Temporary employees receive benefits provided by law.

■ References

College of the Rockies Employee Handbook.

5. Professional leave and instructional release time, as pre-approved by the ~~district's~~ school board.



10. Retirement System

[View Details](#)

This page gives you a summary of your PERS retirement plan, including the monthly benefit amount, estimated benefits at retirement, and how much you'll need to save each month to meet your goals.

You can also view your current pension statement or change your beneficiaries online.

[View Details](#)

This page shows the monthly benefit amounts for each member of your family.

It also shows the estimated benefits for each member of your family at retirement.

Estimated benefit amounts are based on the projected growth of the market and the estimated rate of return.

[View Details](#)

Retirement benefits are provided by the Oregon Retirement Fund.

[View Details](#)

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[View Details](#)

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Retirement benefits are provided by the Oregon Retirement Fund.

[View Details](#)

2. A "serious health condition" is defined as one that requires hospitalization at a hospital, hospice or residential medical care facility, including any subsequent period

III. **Health Insurance Premiums**

3. The College shall pay all premiums for the employee and dependents under the "Employee Health Insurance Plan" maintained by the College. The employee and dependents shall be entitled to receive the same benefits as other employees of the College. If the employee does not maintain coverage for dependents, then College will provide insurance coverage for dependents up to the age of 26 years.

IV. **Dependent**

4. Under rule 4, an employee may be granted additional sick leave for the birth of a child, up to one month, if the employee is the primary caregiver for the child, and the employee has no other arrangements made.

5. If the employee who has given birth to a child, may use up to five office days off per year, provided that the employee is the primary caregiver for the child, and the employee has no other arrangements made.

IPM Human Resources | 10/17/2018
Employee Benefits

6. If the employee is not the primary caregiver for the child, then the employee may use up to three office days off per year.

V. **Childcare**

7. The College will provide up to 10 days of unpaid leave for the employee to care for a child under the age of 12 months at the College's expense.

IPM Human Resources | 10/17/2018
Employee Benefits

8. The employee may request up to 10 days of unpaid leave to care for a child under the age of 12 months at the College's expense.

9. The employee may request up to 10 days of unpaid leave to care for a child under the age of 12 months at the College's expense.

10. The employee may request up to 10 days of unpaid leave to care for a child under the age of 12 months at the College's expense.

11. The employee may request up to 10 days of unpaid leave to care for a child under the age of 12 months at the College's expense.

QUESTION 6  A person who has been dismissed from their job can apply to the Fair Work Commission for a review of their termination if they believe it was unfair. This process is known as:

A. The Conciliation and Arbitration Tribunal. 

B. Dismissal Review. 

C. The Fair Work Commission. 

QUESTION 7  If you are dismissed from your job, you may be entitled to compensation under the Fair Work Act. This compensation is called:

A. Dismissal Review. 

B. Dismissal Review. 

C. Dismissal Review. 

You do not have to be employed by a company or organisation to be eligible to receive compensation under the Fair Work Act. You may be entitled to compensation if you were dismissed from your job because of:

A. Your gender. 

B. Your gender. 

C. Your gender. 

The Fair Work Act also protects workers from discrimination based on:

A. Their gender. 

B. Their gender. 

C. Their gender. 

QUESTION 8  If you are dismissed from your job, you may be entitled to compensation under the Fair Work Act. This compensation is called:

A. Dismissal Review. 

B. Dismissal Review. 

C. Dismissal Review. 

If you are dismissed from your job, you may be entitled to compensation under the Fair Work Act. This compensation is called:

A. Dismissal Review. 

B. Dismissal Review. 

C. Dismissal Review. 

QUESTION 9  If you are dismissed from your job, you may be entitled to compensation under the Fair Work Act. This compensation is called:

A. Dismissal Review. 

B. Dismissal Review. 

C. Dismissal Review. 

requested, the Collège may require certification that the service member has actually been called to active duty.

- If the employee has been granted unpaid leave from their employer, the employee must provide evidence of having been granted unpaid leave.
- If the employee has been granted paid leave, the employee must provide evidence of having been granted paid leave.

2. Employment

- The employee may request to be granted a reasonable amount of time off work to care for a family member who is ill or deceased.

2.1. Employment Protection

- The employee may request to be granted a reasonable amount of time off work to care for a family member who is ill or deceased.
- The employee may request to be granted a reasonable amount of time off work to care for a family member who is ill or deceased.

Employees should contact their supervisor or the Human Resources Office with any questions.

-
-

When an employee is granted time off work to care for a family member who is ill or deceased, the employee shall be entitled to receive pay at the rate of pay for the position held by the employee during the period of time off work.

2.2. Employment Benefits

The employee may request to be granted a reasonable amount of time off work to care for a family member who is ill or deceased.

1. following a conditional offer of payment;

2. prior to return to work following a leave related to injury;

3. when an employee has been suspended from work for conduct which may affect his/her ability to perform his/her functions;

or

4. if an employee fails to return to work after a period of absence.

4.2.2

Employers may not take adverse action against an employee for failing to return to work following a period of absence.

Employers may not take adverse action against an employee for failing to return to work following a period of absence.

Employers may not take adverse action against an employee for failing to return to work following a period of absence.

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Employers may not take adverse action against an employee for failing to return to work following a period of absence.

Employers may not take adverse action against an employee for failing to return to work following a period of absence.

make any changes in the work force or assignment of employees deemed to be the
best suited to the particular work.

II. Bulk Lay Off and Recall

Under the provisions of the Act, the Board may require the employer to make a bulk lay off if it is determined that the
employment should continue at a reduced level.

Employment may be terminated by the Board if the
termination of employment is in the public interest.

III. Right to Work

The Board may require the employer to provide reasonable opportunities for the
medical examination of the employee before terminating his employment.

The Board may require the employer to provide reasonable opportunities for the
medical examination of the employee before terminating his employment.

Employment may be terminated by the Board if the
employment should continue at a reduced level.

Employment may be terminated by the Board if the
employment should continue at a reduced level.

Employment may be terminated by the Board if the
employment should continue at a reduced level.

In an employee's words,
unexcused or unauthorized absence of 3 or more working days in a row.

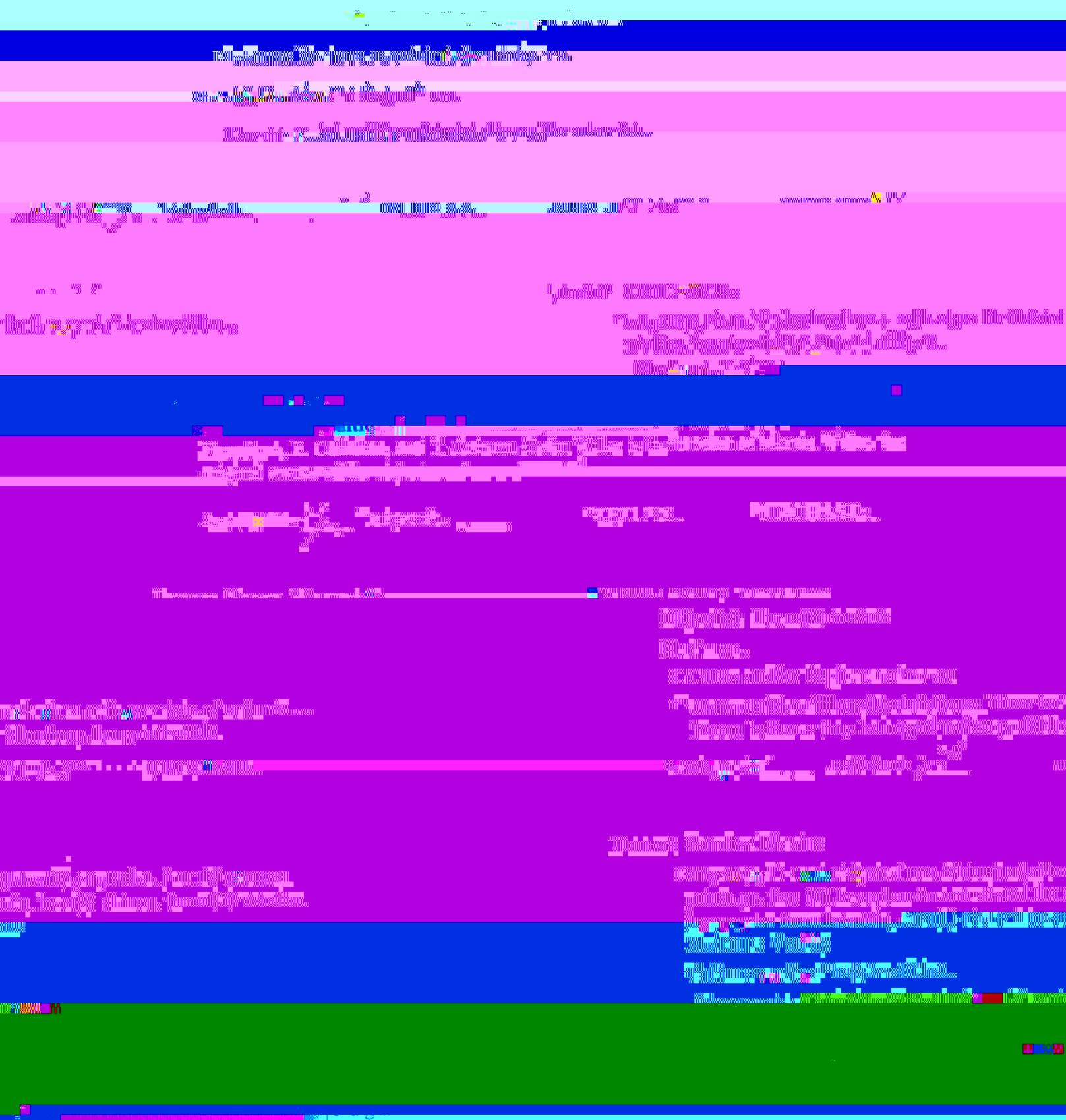
APPENDIX "A"

ACKNOWLEDGMENT OF RECEIPT OF

THE COLLEGE OF SOUTHERN IDAHO EMPLOYEE PERSONNEL RECORDS

I, [REDACTED], do hereby acknowledge receipt of my personnel records from THE COLLEGE OF SOUTHERN IDAHO.

[REDACTED]



Donor: G

Object(s): Two pieces

Medium: 

dated 3/20/07
Woolly mammoth skull

Mammoth skull fragment

Chart 10

Chart 11

"Tattooed" skull - 2000 BC

Chilean animal? Prehistoric?

Commonwealth of Massachusetts "Peculiar ornamentation"

AMNH



Chart 12

Chart 13

Chart 14

Chart 15



New Accessions Summary, 2023

2023

On January 30, 2023, the Herrett Center Arts & Science Collections Committee met to review potential acquisitions to Herrett Center collections. The following is a summary of objects recommended for accession.

COLLECTIONS COMMITTEE

✓

✗

○

ARTS COLLECTIONS

✓ *Hand-drawn sketch of a landscape with a bridge and trees, accompanied with a series of handwritten notes.*



DONOR: Keith Turner Family

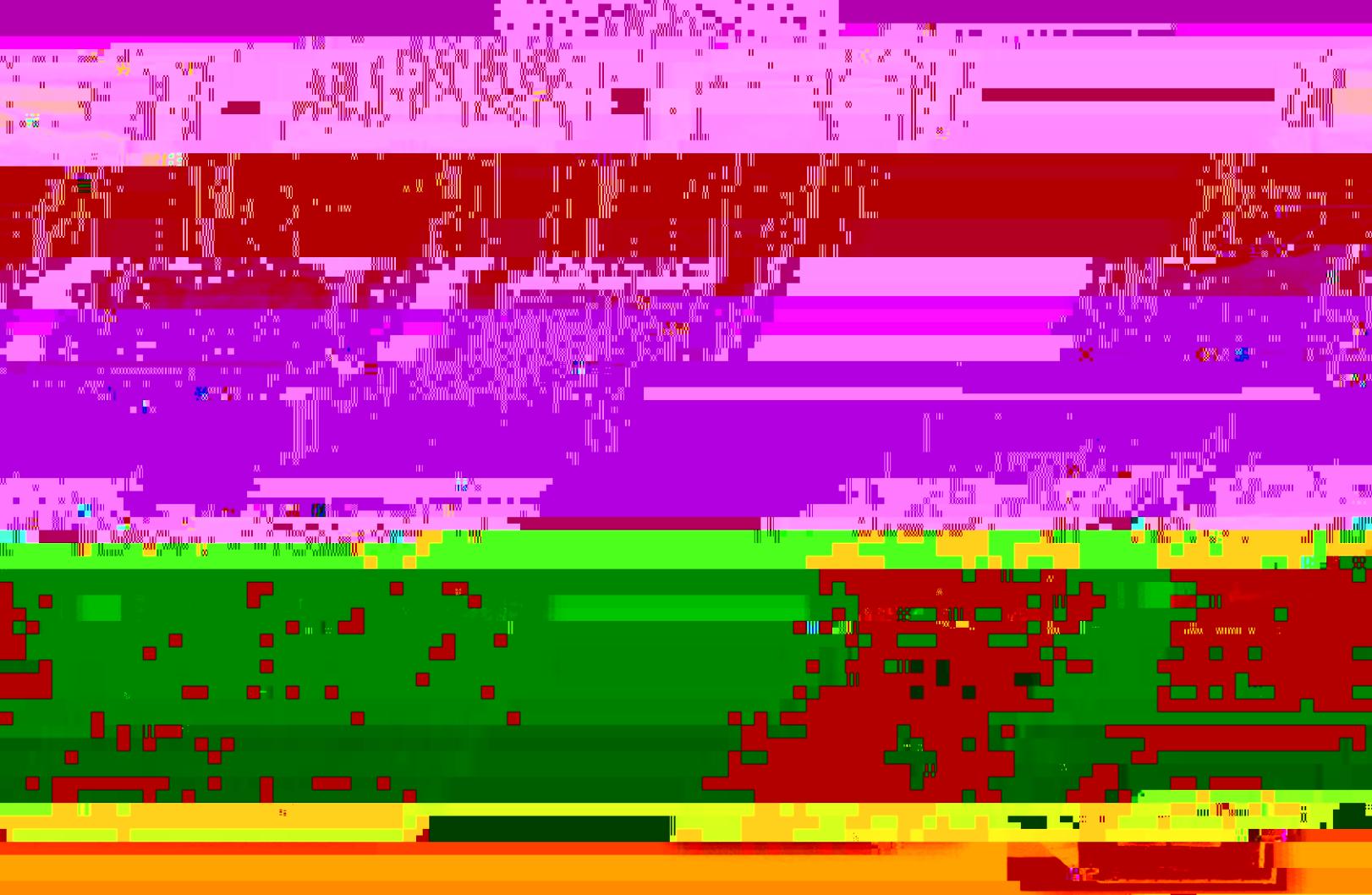


DONOR: Russ Hepworth

OPEN SOURCE

representational in the collection. These mixed-media pieces are unique to the collection.

SC 193



DONOR: Colin Wilkes





