

Remote Work Procedure

Effective immediately, all employees of Fraser Public Schools must work remotely if remote work is feasible. Feasibility of remote work is a determination solely within the District's discretion and will be made on a position-by-position basis. Factors the District uses to make this determination include, but are not limited to, the following:

- The presence of students in the building where the work is performed.
- Whether the work must generally be performed in-person physically (e.g., food service, maintenance, transportation, etc.).
- Whether the work requires face-to-face interaction with the public.
- Whether the work requires in-person services or supervision for students (e.g., teachers during periods of in-person learning, in-person special education services, etc.).
- Whether the work involves sensitive information and documents that must be handled on-site.
- Other factors that impact the feasibility of remote work, as determined by the Superintendent.

Regardless of whether a position generally is determined to be eligible for remote work, the District may determine, on a case-by-case basis, whether any individual employee can feasibly work remotely (e.g., an employee with internet access or other technology issues). All employees working remotely, or in-person are required to follow the policies, procedures, and other requirements of employment as if all employees were working in-person.

This procedure and/or the requirement that any position or employee work remotely may be terminated, suspended, or otherwise modified by the District, in its sole discretion, at any time.

[NOTE: In order to ensure full compliance with MIOSHA expectations, the District should engage in a deliberate and thoughtful assessment of whether remote work is feasible for each employee group, using the flexibility and considerations outlined above. The District should document its conclusions in this regard and affix a summary of such conclusions and the basis for same to this procedure for review on demand from MIOSHA or other stakeholders.]