



PLEDGE OF ALLEGIANCE POLICY

In accordance with Utah State Board of Education Rule R277-475 and Utah Code § 53G-10-304, Bonneville Academy implements the following policies regarding the Pledge of Allegiance:

1. Daily Recitation

The Pledge of Allegiance shall be recited by students at the beginning of each school day in every public school classroom.

2. Annual Instruction on Voluntary Participation

At least once each year, students will receive instruction that:

- Participation in the Pledge of Allegiance is voluntary and not compulsory.
- It is acceptable for individuals to choose not to participate for religious or other reasons.
- All students should show respect for those who choose to participate and those who choose not to.

3. Classroom Atmosphere

Teachers will strive to maintain an atmosphere of respect in the classroom consistent with these principles.

4. Parental Notification and Opt-Out Process

Bonneville Academy informs parents and students of their right to request exemption from reciting the Pledge of Allegiance.

If a student or their parent/guardian wishes for the student to be excused from participation, they should provide written notification to the student's teacher and school administration.





Paid Leave Provision for Certified Educators

Pursuant to recent updates under Utah state law and guidance from the Utah State Board of Education, full-time licensed educators, including classroom teachers, are now entitled to a limited amount of ****paid leave**** under FMLA for qualifying birth or adoption events.

Bonneville Academy will provide up to ****6 weeks of paid leave**** for full-time certified educators following the birth or adoption of a child. This paid leave is concurrent with FMLA and does not extend the 12-week maximum leave period. Additional unpaid or PTO-covered leave may be requested in accordance with FMLA and school policy.

Medical Certification and Notice Requirements

Employees must provide 30 days' advance notice of the need for FMLA leave when foreseeable. In emergency situations, notice must be given as soon as practicable. Medical certification may be required to support leave for a serious health condition affecting the employee or a covered family member. The school may require recertification in accordance with FMLA regulations.

Employee Benefits During Leave

Employees on FMLA leave will maintain group health benefits under the same terms as if they were actively working. Employees must continue to pay their portion of any premiums, and arrangements should be made with the Business Office if leave is unpaid.

Job Reinstatement

Upon return from FMLA leave, employees will be reinstated to their original or an equivalent position with the same pay, benefits, and conditions. Reinstatement may be denied in circumstances permitted under the FMLA, such as layoffs or job eliminations unrelated to leave.

Non-Retaliation

Bonneville Academy strictly prohibits retaliation against any employee who requests or takes FMLA leave, or who participates in an FMLA-related investigation or proceeding.

