
EMPLOYEE AWARDS AND RECOGNITION

The Board of Directors recognizes that the success of Sage Oak Charter Schools (“School”) depends upon the dedication, professionalism, and commitment of its employees. The Board believes that meaningful recognition of employee service and achievement promotes morale, strengthens organizational culture, and supports the School’s mission and goals.

The Board authorizes recognition of employees who, in the judgment of the Board, Superintendent, or designee, demonstrate outstanding contributions, years of service, or actions that significantly enhance the effectiveness and success of the School.

Recognition may include service awards and other forms of acknowledgment presented annually or at other appropriate times.

Awards and recognition may consist of certificates, letters of commendation, service pins, plaques, trophies, apparel, food items, drinkware, flowers, or other suitable tokens of appreciation. Any award granted under the provisions of this policy shall not exceed \$200, the cost allowed by Education Code section 44015 or any revision thereof.

All expenditures for employee awards and recognition shall be consistent with applicable law, Board-approved budgets, and established purchasing procedures.

The Superintendent or designee shall establish procedures to implement this policy.