

Frequently Asked Questions (FAQ) General Questions

Los Alamos Public Schools

1. Why is the district now following the absence policy mandated by the state?
 - a. The district is now required by the state mandate to be consistent with the evaluation process set forth by NMPED. The attendance policy is part of that mandate. LAPS are actively working for a better solution to this directive.
2. Does my FMLA need to be taken consecutively?
 - a. No, FMLA is granted for qualified individuals on a rolling calendar and the 60 days of protected leave can be taken all at once or as needed during that year for the bona fide illness.
3. Do I have to fill out the FMLA paperwork or will a doctor's note be sufficient?
 - a. It is required that FMLA paperwork be completed and kept on file. The paperwork should be completed within five days of the known serious illness or qualifying event.
4. What absences do not count towards our evaluation under the attendance policy?
 - a. Currently jury duty, FMLA, workers compensation, military leave, religious leave, coaching, professional development days and bereavement (up to 5 days) do not count against the attendance policy.
5. Can I advance from a Level 1 to a Level 2 if I am given an ineffective or minimally effective score on my summative review?
 - a. Yes, you can advance through the dossier process if this were the case.
6. Where do I go to start the process for my FMLA?
 - a. You should contact Human Resources at 505.663.2218 or j.palmer@laschools.net to begin the FMLA process.
7. When do I need to have my paperwork turned into NMPED so that I can advance Levels?
 - a. The District requires your paperwork to be turned in by October 1 of the school year to receive financial compensation for that school year. You can submit your Level advancement at anytime to NMPED; however, in-order to be compensated it must be in prior to October 1.