Приложение №1

к приказу

от 09.08.2023г. № 33/01-09

**ПРАВИЛА**  
**ВНУТРЕННЕГО ТРУДОВОГО РАСПОРЯДКА**

**Общие положения**

1.​ Настоящие Правила внутреннего трудового распорядка (далее – Правила) регламентируют в соответствии с Трудовым кодексом Российской Федерации, Федеральным законом от 29 декабря 2012 года № 273-ФЗ «Об образовании в Российской Федерации» (далее – Федеральный закон «Об образовании в Российской Федерации») и иными федеральными законами порядок приема и увольнения работников, основные права, обязанности и ответственность сторон трудового договора, режим работы, время отдыха, применяемые к работниками меры поощрения и взыскания, а также иные вопросы регулирования трудовых отношений в муниципальном дошкольном образовательном учреждении детский сад №21 «Мозаика» (далее – учреждение).

2.​ В трудовых отношениях с работником учреждения работодателем является учреждение в лице директора учреждения.

3.​ На работников, выполняющих работы, оказывающих услуги на условиях гражданско-правовых договоров, настоящие Правила не распространяются.

**Порядок приема и увольнения работников**

4.​ Прием на работу в учреждение осуществляется на основании трудового договора.[1](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_1)

5.​ При заключении трудового договора лицо, поступающее на работу, предъявляет работодателю:[2](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_2)

паспорт или иной документ, удостоверяющий личность;

трудовую книжку, за исключением случаев, когда трудовой договор заключается впервые или работник поступает на работу на условиях совместительства;

страховое свидетельство обязательного пенсионного страхования;

документы воинского учета – для военнообязанных и лиц, подлежащих призыву на военную службу;

документ об образовании и (или) о квалификации или наличии специальных знаний – при поступлении на работу, требующую специальных знаний или специальной подготовки;

справку о наличии (отсутствии) судимости и (или) факта уголовного преследования либо о прекращении уголовного преследования по реабилитирующим основаниям, выданную в порядке и по форме, которые устанавливаются федеральным органом исполнительной власти, осуществляющим функции по выработке и реализации государственной политики и нормативно-правовому регулированию в сфере внутренних дел, – при поступлении на работу, связанную с деятельностью, к осуществлению которой в соответствии с Трудовым Кодексом Российской Федерации, иным федеральным законом не допускаются лица, имеющие или имевшие судимость, подвергающиеся или подвергавшиеся уголовному преследованию.

Лица, из числа указанных в абзаце третьем части второй статьи 331 Трудового кодекса Российской Федерации, имевшие судимость за совершение преступлений небольшой тяжести и преступлений средней тяжести против жизни и здоровья, свободы, чести и достоинства личности (за исключением незаконной госпитализации в медицинскую организацию, оказывающую психиатрическую помощь в стационарных условиях, и клеветы), семьи и несовершеннолетних, здоровья населения и общественной нравственности, основ конституционного строя и безопасности государства, мира и безопасности человечества, а также против общественной безопасности, и лица, уголовное преследование в отношении которых по обвинению в совершении этих преступлений прекращено по нереабилитирующим основаниям, также предъявляют решение комиссии по делам несовершеннолетних и защите их прав, созданной высшим исполнительным органом государственной власти Ярославской области о допуске их к соответствующему виду деятельности.[3](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_3)

6.​ При заключении трудового договора о работе по совместительству лицо, поступающее на работу на должности педагогических работников, может также предъявить трудовой договор по месту его основной работы или заверенную работодателем копию трудовой книжки.

7.​ При заключении трудового договора впервые трудовая книжка и страховое свидетельство обязательного пенсионного страхования оформляются работодателем.[4](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_4)

8.​ В случае отсутствия у лица, поступающего на работу, трудовой книжки в связи с ее утратой, повреждением или по иной причине работодатель обязан по письменному заявлению этого лица (с указанием причины отсутствия трудовой книжки) оформить новую трудовую книжку.

9.​ Педагогической деятельностью в учреждении имеют право заниматься:

лица, имеющие среднее профессиональное или высшее образование и отвечающие квалификационным требованиям, указанным в квалификационных справочниках, и (или) профессиональным стандартам;[5](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_5)

лица, не имеющие специальной подготовки или стажа работы, установленных в разделе «Требования к квалификации» Единого квалификационного справочника должностей руководителей, специалистов и служащих, раздел «Квалификационные характеристики должностей работников образования», утвержденного приказом Минздравсоцразвития России от 26.08.2010 № 761н, назначенные на должность в порядке исключения, по рекомендации аттестационной комиссии, как обладающие достаточным практическим опытом и компетентностью, выполняющие качественно и в полном объеме возложенные на них должностные обязанности.[6](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_6)

10.​ К педагогической деятельности не допускаются лица:[7](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_7)

лишенные права заниматься педагогической деятельностью в соответствии с вступившим в законную силу приговором суда;

имеющие или имевшие судимость, подвергавшиеся уголовному преследованию (за исключением лиц, уголовное преследование в отношении которых прекращено по реабилитирующим основаниям) за преступления против жизни и здоровья, свободы, чести и достоинства личности (за исключением незаконной госпитализации в медицинскую организацию, оказывающую психиатрическую помощь в стационарных условиях, и клеветы), половой неприкосновенности и половой свободы личности, против семьи и несовершеннолетних, здоровья населения и общественной нравственности, основ конституционного строя и безопасности государства, а также против общественной безопасности, за исключением случаев, предусмотренных частью третьей статьи 331 Трудового кодекса Российской Федерации;

имеющие неснятую или непогашенную судимость за иные умышленные тяжкие и особо тяжкие преступления, не указанные в абзаце третьем настоящего пункта;

признанные недееспособными в установленном федеральным законом порядке;

имеющие заболевания, предусмотренные перечнем, утверждаемым федеральным органом исполнительной власти, осуществляющим функции по выработке государственной политики и нормативно-правовому регулированию в области здравоохранения.

11.​ Наряду с указанными в статье 76 Трудового кодекса Российской Федерации случаями директор учреждения отстраняет от работы (не допускает к работе) работника при получении от правоохранительных органов сведений о том, что данный работник подвергается уголовному преследованию за преступления, указанные в абзацах третьем и четвертом части второй статьи 331 Трудового кодекса Российской Федерации. Директор учреждения отстраняет от работы (не допускает к работе) работника на весь период производства по уголовному делу до его прекращения либо до вступления в силу приговора суда.[8](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_8)

12.​ К трудовой деятельности в учреждении не допускаются лица, имеющие или имевшие судимость, а равно и подвергавшиеся уголовному преследованию (за исключением лиц, уголовное преследование в отношении которых прекращено по реабилитирующим основаниям) за преступления, указанные в абзацах третьем и четвертом пункта 10 настоящих Правил, за исключением случаев, предусмотренных частью третьей статьи 351.1 Трудового кодекса Российской Федерации.[9](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_9)

13.​ При приеме на работу (до подписания трудового договора) работодатель обязан ознакомить работника под роспись с правилами внутреннего трудового распорядка учреждения, иными локальными нормативными актами, непосредственно связанными с трудовой деятельностью работника, коллективным договором.[10](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_10)

Организацию указанной работы осуществляет заведующий знакомит работника:

с поручаемой работой, условиями и оплатой труда, правами и обязанностями, определенными его должностной инструкцией[11](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_11)

с инструкциями по охране труда, производственной санитарии, гигиене труда, противопожарной безопасности;

с порядком обеспечения конфиденциальности информации и средствами ее защиты.

14.​ Прием на работу оформляется приказом работодателя, изданным на основании заключенного трудового договора. Содержание приказа работодателя должно соответствовать условиям заключенного трудового договора.

Приказ работодателя о приеме на работу объявляется работнику под роспись в трехдневный срок со дня фактического начала работы. По требованию работника работодатель обязан выдать ему надлежаще заверенную копию указанного приказа.[12](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_12)

15.​ При заключении трудового договора в нем по соглашению сторон может быть предусмотрено условие об испытании работника в целях проверки его соответствия поручаемой работе.[13](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_13)

16.​ При неудовлетворительном результате испытания работодатель имеет право до истечения срока испытания расторгнуть трудовой договор с работником, предупредив его об этом в письменной форме не позднее чем за три дня с указанием причин, послуживших основанием для признания этого работника не выдержавшим испытание. Решение работодателя работник имеет право обжаловать в суд.[14](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_14)

17.​ Работодатель ведет трудовые книжки на каждого работника, проработавшего у него свыше пяти дней, в случае, когда работа у данного работодателя является для работника основной.[15](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_15)

18.​ Прекращение трудового договора может иметь место по основаниям, предусмотренным Трудовым кодексом Российской Федерации, а именно:[16](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_16)

1)​ соглашение сторон;

2)​ истечение срока трудового договора, за исключением случаев, когда трудовые отношения фактически продолжаются и ни одна из сторон не потребовала их прекращения;

3)​ расторжение трудового договора по инициативе работника;

4)​ расторжение трудового договора по инициативе работодателя;

5)​ перевод работника по его просьбе или с его согласия на работу к другому работодателю или переход на выборную работу (должность);

6)​ отказ работника от продолжения работы в связи со сменой собственника имущества учреждения, с изменением подведомственности (подчиненности) учреждения либо его реорганизацией, с изменением типа учреждения;

7)​ отказ работника от продолжения работы в связи с изменением определенных сторонами условий трудового договора;

8)​ отказ работника от перевода на другую работу, необходимого ему в соответствии с медицинским заключением, выданным в порядке, установленном федеральными законами и иными нормативными правовыми актами Российской Федерации, либо отсутствие у работодателя соответствующей работы;

9)​ отказ работника от перевода на работу в другую местность вместе с работодателем;

10)​ обстоятельства, не зависящие от воли сторон;

11)​ нарушение установленных Трудовым кодексом Российской Федерации или иным федеральным законом правил заключения трудового договора, если это нарушение исключает возможность продолжения работы.

19.​ Дополнительными основаниями прекращения трудового договора с педагогическим работником учреждения являются:[17](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_17)

1)​ повторное в течение одного года грубое нарушение устава учреждения;

2)​ применение, в том числе однократное, методов воспитания, связанных с физическим и (или) психическим насилием над личностью обучающегося.

Трудовой договор может быть прекращен и по другим основаниям, предусмотренным Трудовым кодексом Российской Федерации и иными федеральными законами.

20.​ Работник имеет право расторгнуть трудовой договор, предупредив об этом работодателя в письменной форме не позднее чем за две недели, если иной срок не установлен Трудовым кодексом Российской Федерации или иным федеральным законом. Течение указанного срока начинается на следующий день после получения работодателем заявления работника об увольнении.[18](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_18)

21.​ По соглашению между работником и работодателем трудовой договор может быть расторгнут и до истечения срока предупреждения об увольнении.[19](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_19)

22.​ В случаях, когда заявление работника об увольнении по его инициативе (по собственному желанию) обусловлено невозможностью продолжения им работы (зачисление в образовательную организацию, выход на пенсию и другие случаи), а также в случаях установленного нарушения работодателем трудового законодательства и иных нормативных правовых актов, содержащих нормы трудового права, локальных нормативных актов, условий коллективного договора, соглашения или трудового договора работодатель обязан расторгнуть трудовой договор в срок, указанный в заявлении работника.[20](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_20)

23.​ Срочный трудовой договор прекращается с истечением срока его действия. О прекращении трудового договора в связи с истечением срока его действия работник должен быть предупрежден в письменной форме не менее чем за три календарных дня до увольнения, за исключением случаев, когда истекает срок действия срочного трудового договора, заключенного на время исполнения обязанностей отсутствующего работника.[21](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_21)

24.​ Расторжение трудового договора с беременными женщинами и лицами с семейными обязанностями производится с учетом требований, установленных статьей 261 Трудового кодекса Российской Федерации.

25.​ Трудовой договор, заключенный на время выполнения определенной работы, прекращается по завершении этой работы.[22](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_22)

26.​ Трудовой договор, заключенный на время исполнения обязанностей отсутствующего работника, прекращается с выходом этого работника на работу.[23](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_23)

27.​ Днем прекращения трудового договора во всех случаях является последний день работы работника, за исключением случаев, когда работник фактически не работал, но за ним в соответствии с Трудовым кодексом Российской Федерации или иным федеральным законом сохранялось место работы (должность).[24](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_24)

В день прекращения трудового договора работодатель обязан выдать работнику трудовую книжку и произвести с ним расчет в соответствии со статьей 140 Трудового кодекса Российской Федерации. По письменному заявлению работника работодатель также обязан выдать ему заверенные надлежащим образом копии документов, связанных с работой.[25](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_25)

28.​ Прекращение трудового договора оформляется приказом работодателя.[26](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_26)

**Основные права и обязанности работников учреждения**

29.​ Права и обязанности работников учреждения устанавливаются статьей 21 Трудового кодекса Российской Федерации.

30.​ Академические права и свободы, трудовые права и социальные гарантии педагогических работников учреждения устанавливаются частями 3-5 и 8  статьи 48 Федерального закона «Об образовании в Российской Федерации».[27](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_27)

31.​ Академические права и свободы должны осуществляться с соблюдением прав и свобод других участников образовательных отношений, требований законодательства Российской Федерации, норм профессиональной этики педагогических работников, закрепленных приказом директора учреждения от 28.06.2016 №22/1.  [28](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f#footnote_28)

32.​ Обязанности педагогических работников учреждения устанавливаются частью 1 статьи 48 Федерального закона «Об образовании в Российской Федерации».[29](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_29)

33.​ Иные обязанности педагогических работников, не предусмотренные частью 1 статьи 48 Федерального закона «Об образовании в Российской Федерации», устанавливаются указанным федеральным законом, иными нормативными правовыми актами Российской Федерации, трудовым договором.

**Основные права и обязанности работодателя**

34.​ Основные права и обязанности работодателя устанавливаются статьей 22 Трудового кодекса Российской Федерации.[30](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_30)

**Выплата заработной платы**

35.​ Выплата работникам причитающейся в полном размере заработной платы производится не позднее 30 и 15 числа каждого месяца. При совпадении дня выплаты с выходным или нерабочим праздничным днем выплата заработной платы производится накануне этого дня.[31](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_31)

36.​ Выплата заработной платы производится в учреждении либо переводится в кредитную организацию, указанную в заявлении работника, на условиях, определенных коллективным договором или трудовым договором.[32](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_32)

37.​ Работник уведомляет работодателя о замене кредитной организации, в которую должна быть переведена заработная плата, сообщив в письменной форме работодателю об изменении реквизитов для перевода заработной платы не позднее чем за пять рабочих дней до дня выплаты заработной платы.[33](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_33)

**Рабочее время и время отдыха**

38.​ Режим работы учреждения: *указать время начала и время окончания работы учреждения, выходные дни.*

39.​ Режим рабочего времени основных работников определяется приложением 1 к настоящим Правилам. Для лиц, работающих по совместительству, а также лиц, чей режим рабочего времени отличается от установленных настоящими Правилами, режим рабочего времени определяется трудовым договором.[34](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_34)

40.​ Продолжительность рабочего дня или смены, непосредственно предшествующих нерабочему праздничному дню, уменьшается на один час.[35](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_35)

41.​ Когда по условиям работы в учреждении в целом или при выполнении отдельных видов работ не может быть соблюдена установленная для определенной категории работников ежедневная или еженедельная продолжительность рабочего времени, допускается введение суммированного учета рабочего времени с тем, чтобы продолжительность рабочего времени за учетный период (месяц, квартал и другие периоды) не превышала нормального числа рабочих часов. Учетный период не может превышать одного года, а для учета рабочего времени работников, занятых на работах с вредными условиями труда, – три месяца.

42.​ Суммированный учет рабочего времени вводится приказом работодателя, о чем работники учреждения уведомляются в письменной форме не позднее чем за два месяца.[36](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_36)

43.​ Не предоставляется перерыв для отдыха и питания работникам, работающим по следующим должностям, профессиям:[37](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_37)

воспитатель;[38](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_38)

старший воспитатель;

музыкальный руководитель

сторож (вахтер);

44.​ Педагогическим и иным работникам, выполняющим свои обязанности непрерывно в течение рабочего дня, обеспечивается возможность приема пищи в рабочее время одновременно вместе с обучающимися.[39](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_39) Для отдыха и приема пищи в рабочее время отводится также  для сторожей (вахтеров)

45.​ В отношении работников, работающих на условиях ненормированного рабочего дня, работодатель ведет учет времени, фактически отработанного каждым работником в условиях ненормированного рабочего дня.[40](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_40)

46.​ К работникам, ведущим учебную (преподавательскую) работу в учреждении, относятся: воспитатель, учитель-логопед, музыкальный руководитель. Старший воспитатель

49.​ Работа в выходные и нерабочие праздничные дни запрещается, за исключением случаев, предусмотренных Трудовым кодексом Российской Федерации.[44](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_44)

50.​ Режим рабочего времени воспитателей определяется графиком сменности, который утверждается работодателем в порядке, установленном статьей 103 Трудового кодекса Российской Федерации. *(для учреждений, имеющих группы детей дошкольного возраста)*

51.​ Режим работы воспитателей:[45](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_45)

смена 1 – 7.00-14.12

смена 2 – 11.48-19.00

Рабочее время каждого воспитателя определяется работодателем по одному из следующих правил:

работа воспитателя в одну из смен в течение всей недели с понедельным чередованием смен.

В период с 11.48 до 14.12 один из воспитателей группы по усмотрению заведующего, старшего воспитателя может привлекаться для выполнения работы по изготовлению учебно-наглядных пособий, методической работы, участия в заседании педагогического совета, выполнения иных работ по плану учреждения. Конкретный режим работы воспитателей регулируется приказами по учреждению.

52.​ По соглашению между работником учреждения и работодателем могут устанавливаться как при приеме на работу, так и впоследствии неполный рабочий день (смена) или неполная рабочая неделя. Работодатель обязан устанавливать неполный рабочий день (смену) или неполную рабочую неделю по просьбе беременной женщины, одного из родителей (опекуна, попечителя), имеющего ребенка в возрасте до 14 лет (ребенка-инвалида в возрасте до 18 лет), а также лица, осуществляющего уход за больным членом семьи в соответствии с медицинским заключением, выданным в порядке, установленном федеральными законами и иными нормативными правовыми актами Российской Федерации.[48](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_48)

53.​ Отдельным категориям работников учреждения в порядке, установленном трудовым законодательством Российской Федерации, может вводиться режим гибкого рабочего времени.

54.​ Работникам учреждения предоставляются ежегодные отпуска с сохранением места работы (должности) и среднего заработка.

55.​ Педагогическим работникам учреждения предоставляется ежегодный основной удлиненный оплачиваемый отпуск, продолжительность которого устанавливается постановлением Правительства Российской Федерации от 14 мая 2015 года № 466 «О ежегодных основных удлиненных оплачиваемых отпусках». Остальным работникам учреждения предоставляется ежегодный основной оплачиваемый отпуск продолжительностью 28 календарных дней.[49](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_49)

56.​ Очередность предоставления оплачиваемых отпусков определяется ежегодно в соответствии с графиком отпусков, утверждаемым работодателем  не позднее чем за две недели до наступления календарного года в порядке, установленном статьей 372 Трудового кодекса Российской Федерации.[50](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_50)

График отпусков обязателен как для работодателя, так и для работника.[51](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_51)

О времени начала отпуска работник должен быть извещен под роспись не позднее чем за две недели до его начала.[52](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_52)

57.​ Оплачиваемый отпуск должен предоставляться работнику ежегодно.[53](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_53)

Запрещается непредоставление ежегодного оплачиваемого отпуска в течение двух лет подряд, а также непредоставление ежегодного оплачиваемого отпуска работникам в возрасте до восемнадцати лет и работникам, занятым на работах с вредными условиями труда.[54](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_54)

58.​ Право на использование отпуска за первый год работы возникает у работника по истечении шести месяцев его непрерывной работы у работодателя. По соглашению сторон оплачиваемый отпуск работнику может быть предоставлен и до истечения шести месяцев.[55](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_55)

До истечения шести месяцев непрерывной работы оплачиваемый отпуск по заявлению работника предоставляется:[56](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_56)

женщинам – перед отпуском по беременности и родам или непосредственно после него;

работникам в возрасте до 18 лет;

работникам, усыновившим ребенка (детей) в возрасте до трех месяцев;

в других случаях, предусмотренных федеральными законами.

Отпуск за второй и последующие годы работы может предоставляться в любое время рабочего года в соответствии с очередностью предоставления ежегодных оплачиваемых отпусков, установленной у работодателя.[57](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_57)

Работникам, имеющим трех и более детей в возрасте до восемнадцати лет, ежегодный оплачиваемый отпуск предоставляется по их желанию в удобное для них время до достижения младшим из детей возраста четырнадцати лет.

59.​ По соглашению между работником и работодателем ежегодный оплачиваемый отпуск может быть разделен на части. При этом хотя бы одна из частей этого отпуска должна быть не менее 14 календарных дней.[58](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_58)

60.​ Если работнику своевременно не была произведена оплата за время ежегодного оплачиваемого отпуска либо работник был предупрежден о времени начала этого отпуска позднее чем за две недели до его начала, то работодатель по письменному заявлению работника обязан перенести ежегодный оплачиваемый отпуск на другой срок, согласованный с работником.[59](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_59)

61.​ Ежегодный оплачиваемый отпуск должен быть продлен или перенесен на другой срок, определяемый работодателем с учетом пожеланий работника, в случаях:[60](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_60)

временной нетрудоспособности работника;

исполнения работником во время ежегодного оплачиваемого отпуска государственных обязанностей, если для этого трудовым законодательством предусмотрено освобождение от работы;

в других случаях, предусмотренных трудовым законодательством, локальными нормативными актами учреждения.

62.​ По семейным обстоятельствам и другим уважительным причинам работнику учреждения по его письменному заявлению может быть предоставлен отпуск без сохранения заработной платы, продолжительность которого определяется по соглашению между работником и работодателем.[61](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_61)

63.​ В случае своей болезни работник, при возможности, незамедлительно информирует работодателя и представляет лист нетрудоспособности в первый день выхода на работу после болезни.

64.​ Отпуск по семейным обстоятельствам и другим уважительным причинам предоставляется работникам учреждения в порядке, установленном статьей 128 Трудового кодекса Российской Федерации и в соответствии с территориальным соглашением.

**Поощрения за труд**

65.​ За добросовестное исполнение работниками трудовых обязанностей, продолжительную и безупречную работу, а также другие достижения в труде применяются следующие виды поощрения:[62](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_62)

объявление благодарности;

выдача денежной премии;

награждение ценным подарком;

награждение почетной грамотой;

другие виды поощрений.

В отношении работника могут применяться одновременно несколько видов поощрения.

Поощрения оформляются приказом работодателя, сведения о поощрениях заносятся в трудовую книжку работника.

66.​ Работники учреждения могут представляться к присвоению почетных званий, награждению государственными наградами Российской Федерации, ведомственными наградами Министерства образования и науки Российской Федерации, наградами Ярославской области и Угличского муниципального района , представляться к другим видам поощрений.

**Дисциплинарные взыскания**

67.​ За совершение дисциплинарного проступка, то есть неисполнение или ненадлежащее исполнение работником по его вине возложенных на него трудовых обязанностей, работодатель имеет право применить следующие дисциплинарные взыскания:[63](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_63)

замечание;

выговор;

увольнение по соответствующим основаниям.

68.​ При наложении дисциплинарного взыскания должны учитываться тяжесть совершенного проступка и обстоятельства, при которых он был совершен.[64](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_64)

69.​ До применения дисциплинарного взыскания работодатель должен затребовать от работника письменное объяснение. Если по истечении двух рабочих дней указанное объяснение работником не предоставлено, то составляется соответствующий акт.[65](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_65)

Непредоставление работником объяснения не является препятствием для применения дисциплинарного взыскания.[66](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_66)

70.​ Дисциплинарное взыскание применяется не позднее одного месяца со дня обнаружения проступка, не считая времени болезни работника, пребывания его в отпуске, а также времени, необходимого на учет мнения представительного органа работников.[67](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_67)

Дисциплинарное взыскание не может быть применено позднее шести месяцев со дня совершения проступка, а по результатам ревизии, проверки финансово-хозяйственной деятельности или аудиторской проверки – позднее двух лет со дня его совершения. В указанные сроки не включается время производства по уголовному делу.[68](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_68)

71.​ За каждый дисциплинарный проступок может быть применено только одно дисциплинарное взыскание.[69](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_69)

72.​ Приказ работодателя о применении дисциплинарного взыскания объявляется работнику под роспись в течение трех рабочих дней со дня его издания, не считая времени отсутствия работника на работе. Если работник отказывается ознакомиться с указанным приказом под роспись, то составляется соответствующий акт.[70](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_70)

73.​ Если в течение года со дня применения дисциплинарного взыскания работник не будет подвергнут новому дисциплинарному взысканию, то он считается не имеющим дисциплинарного взыскания. Работодатель до истечения года со дня применения дисциплинарного взыскания имеет право снять его с работника по собственной инициативе, просьбе самого работника, ходатайству непосредственного руководителя или представительного органа работников.[71](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_71)

**Ответственность работников учреждения**

74.​ Учреждение имеет право привлекать работников к дисциплинарной и материальной ответственности в порядке, установленном Трудовым кодексом Российской Федерации, иными федеральными законами.

75.​ Ответственность педагогических работников устанавливается статьей 48 Федерального закона «Об образовании в Российской Федерации».

[1](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_1) ст. 16 ТК РФ

[2](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_2) ст. 65 ТК РФ

[3](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_3) часть третья ст. 351.1 ТК РФ

[4](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_4) часть четвертая ст. 65 ТК РФ

[5](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_5) ч. 1 ст. 46 ФЗ «Об образовании в РФ»

[6](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_6) п. 9 приказа Минздравсоцразвития РФ от 26.08.2010 № 761н «Об утверждении Единого квалификационного справочника должностей руководителей, специалистов и служащих, раздел «Квалификационные характеристики должностей работников образования»

[7](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_7) ст. 331 ТК РФ

[8](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_8) часть вторая ст. 351.1 ТК РФ

[9](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_9) часть первая ст. 351.1 ТК РФ

[10](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_10) часть третья ст. 68 ТК РФ

[11](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_11) при наличии

[12](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_12) часть первая и вторая ст. 68 ТК РФ

[13](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_13) часть первая ст. 70 ТК РФ

[14](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_14) часть первая ст. 71 ТК РФ

[15](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_15) часть третья ст. 66 ТК РФ

[16](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_16) ст. 77 ТК РФ

[17](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_17) п. 1 и 2 ст. 336 ТК РФ

[18](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_18) часть первая ст. 80 ТК РФ

[19](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_19) часть вторая ст. 80 ТК РФ

[20](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_20) часть третья ст. 80 ТК РФ

[21](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_21) часть первая ст. 79 ТК РФ

[22](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_22) часть вторая ст. 79 ТК РФ

[23](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_23) часть третья ст. 79 ТК РФ

[24](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_24) часть третья ст. 84.1 ТК РФ

[25](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_25) часть четвертая ст. 84.1 ТК РФ

[26](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_26) часть первая ст. 84.1 ТК РФ

[27](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_27) ч. 3 ст. 47 ФЗ «Об образовании в РФ»

[28](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_28) ч. 4 ст. 47 ФЗ «Об образовании в РФ»

[29](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_29) ч. 1 ст. 48 ФЗ «Об образовании в РФ»

[30](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_30) ст. 22 ТК РФ

[31](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_31) часть восьмая ст. 136 ТК РФ

[32](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_32) часть третья ст. 136 ТК РФ

[33](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_33) часть третья ст. 136 ТК РФ

[34](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_34) ст. 100 ТК РФ

[35](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_35) ч. 1 ст. 95 ТК РФ

[36](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_36) требование о включении данного положения содержится в части четвертой ст. 104 ТК РФ

[37](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_37) требование о включении данного положения содержится ст. 108 ТК РФ. В соответствии с ТК РФ, работодатель обязан предоставлять время на перерывы для отдыха и питания всем работникам независимо от установленной продолжительности рабочего времени или нормы часов за ставку заработной платы, за исключением:должностей указанных в настоящем пункте ПВТР, которым законом не предусматривается перерыв;женщинам, имеющим детей и работающим неполное рабочее время (по данному вопросу см. Постановление Госкомтруда СССР, Секретариата ВЦСПС от 29.04.1980 № 111/8-51 «Об утверждении Положения о порядке и условиях применения труда женщин, имеющих детей и работающих неполное рабочее время»)

[38](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_38) в том числе воспитатель в группе продленного дня

[39](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_39) п. 1.5 Особенностей режима рабочего времени и времени отдыха педагогических и иных работников организаций, осуществляющих образовательную деятельность, утвержденных приказом Министерства образования и науки Российской Федерации от 11 мая 2016 года № 536

[40](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_40) по аналогии с постановлением Правительства РФ от 11.12.2002 № 884 «Об утверждении Правил предоставления ежегодного дополнительного оплачиваемого отпуска работникам с ненормированным рабочим днем в федеральных государственных учреждениях». Включение в ПВТР данной нормы рекомендуется с целью обоснования режима ненормированного рабочего дня для отдельных работников при проверках. Учет можно производить в журнале произвольной формы. Примерное содержание столбцов: дата, время начала работы (если работа выполняется до начала установленного ПВТР рабочего дня или смены; время окончания выполнения работы (если работы выполняется после установленного ПВТР окончания рабочего дня или смены), краткое содержание работы, подпись работника, подпись работодателя

[41](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_41) п. 2.4 Особенностей режима рабочего времени и времени отдыха педагогических и иных работников организаций, осуществляющих образовательную деятельность, утвержденных приказом Министерства образования и науки Российской Федерации от 11 мая 2016 года № 536

[42](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_42) с учетом п. 4.6 Особенностей режима рабочего времени и времени отдыха педагогических и иных работников организаций, осуществляющих образовательную деятельность, утвержденных приказом Министерства образования и науки Российской Федерации от 11 мая 2016 года № 536

[43](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_43) при установлении временного режима рабочего времени работников в каникулы необходимо учесть переработку (если таковая допускалась) работниками в предпраздничный день за истекший период (месяц, четверть, триместр) и сократить продолжительность рабочего дня или смены в один из дней каникул на количество часов, на которое должно было производиться сокращение рабочего времени накануне нерабочих праздничных дней. Например, за последнюю четверть было два предпраздничных дня. Работа работников в предпраздничные дни работодателем по определенным причинам не сокращалась. Следовательно, в каникулы необходимо предоставить дополнительное время отдыха

[44](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_44) ст. 113 ТК РФ

[45](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_45) режим рабочего времени воспитателей приводится исходя из расчетной потребности количества педагогических работников в ДОУ. В соответствии с письмом Минобрнауки России от 01.10.2013 № 08-1408 «О направлении методических рекомендаций по реализации полномочий органов государственной власти субъектов Российской Федерации», расчетная потребность в количестве педагогических работников на оказание услуги по реализации программы в соответствии с ФГОС дошкольного образования составляет 1 работник на 8-10 воспитанников. Следует также учитывать постановление Минтруда РФ от 21.04.1993 № 88 «Об утверждении Нормативов по определению численности персонала, занятого обслуживанием дошкольных учреждений (ясли, ясли-сады, детские сады)»

[46](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_46) суммированный учет рабочего времени для воспитателей не допускается

[47](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_47) п. 8.2 Особенностей режима рабочего времени и времени отдыха педагогических и иных работников организаций, осуществляющих образовательную деятельность, утвержденных приказом Министерства образования и науки Российской Федерации от 11 мая 2016 года № 536

[48](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_48) ст. 93 ТК РФ

[49](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_49) часть первая ст. 115 ТК РФ

[50](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_50) часть первая ст. 123 ТК РФ

[51](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_51) часть вторая ст. 123 ТК РФ

[52](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_52) часть третья ст. 123 ТК РФ

[53](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_53) часть первая ст. 122 ТК РФ

[54](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_54) часть четвертая ст. 124 ТК РФ

[55](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_55) часть вторая ст. 122 ТК РФ

[56](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_56) часть третья ст. 122 ТК РФ

[57](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_57) последний абзац ст. 122 ТК РФ

[58](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_58) часть первая ст. 125 ТК РФ

[59](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_59) часть пятая ст. 124 ТК РФ

[60](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_60) часть первая ст. 124 ТК РФ

[61](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_61) часть первая ст. 128 ТК РФ

[62](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_62) ст. 191 ТК РФ

[63](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_63) ст. 192 ТК РФ

[64](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_64) часть пятая ст. 192 ТК РФ

[65](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_65) часть первая ст. 193 ТК РФ

[66](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_66) часть вторая ст. 193 ТК РФ

[67](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_67) часть третья ст. 193 ТК РФ

[68](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_68) часть четвертая ст. 193 ТК РФ

[69](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_69) часть пятая ст. 193 ТК РФ

[70](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_70) часть шестая ст. 193 ТК РФ

[71](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_71) ст. 194 ТК РФ

[72](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_72) в ПВТР должны быть указаны: в части режима рабочего времени: продолжительность рабочей недели (пятидневная с двумя выходными днями, шестидневная с одним выходным днем, рабочая неделя с предоставлением выходных дней по скользящему графику, неполная рабочая неделя), работа с ненормированным рабочим днем для отдельных категорий работников, продолжительность ежедневной работы (смены), в том числе неполного рабочего дня (смены), время начала и окончания работы, время перерывов в работе, число смен в сутки, чередование рабочих и нерабочих дней; в части времени отдыха: время предоставления перерыва для отдыха и питания и его конкретная продолжительность, второй выходной день при пятидневной рабочей неделе (ст. 100 ТК РФ). Таблица разработана также в соответствии с требованием части 7 ст. 47 ФЗ «Об образовании в РФ»

[73](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_73) часть третья ст. 95 ТК РФ

[74](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_74) Постановление ВС РСФСР от 01.11.1990 № 298/3-1 «О неотложных мерах по улучшению положения женщин, семьи, охраны материнства и детства на селе»

[75](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_75) часть третья ст. 95 ТК РФ

[76](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_76) с учетом п. 8.1 Особенностей режима рабочего времени и времени отдыха педагогических и иных работников организаций, осуществляющих образовательную деятельность, утвержденных приказом Министерства образования и науки Российской Федерации от 11 мая 2016 года № 536

[77](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_77) работа по должности учителя-логопеда, учителя-дефектолога не относится к работам, где по условиям производства (работы) предоставление перерыва для отдыха и питания невозможно. Работнику **должен быть** предоставлен перерыв для отдыха и питания (ст. 108 ТК РФ)

[78](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_78) введение суммированного учета рабочего времени возможно в случае, если это специально оговорено в федеральных нормативных правовых актах, регулирующих особенности режима рабочего времени отдельных категорий работников

[79](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_79) при составлении графика сменности необходимо учитывать ст. 110 ТК РФ

[80](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_80) п. 2.3 Особенностей режима рабочего времени и времени отдыха педагогических и иных работников организаций, осуществляющих образовательную деятельность, утвержденных приказом Министерства образования и науки Российской Федерации от 11 мая 2016 года № 536

[81](https://docviewer.yandex.ru/?uid=69494589&url=ya-mail%3A%2F%2F159033361841533352%2F1.3&archive-path=%2F%2F%C3%90%C2%94%C3%90%C2%BE%C3%90%C2%BA_%C3%90%C2%9F%C3%91%C2%80%C3%90%C2%B0%C3%90%C2%B2%C3%90%C2%B8%C3%90%C2%BB%C3%90%C2%B0_%C3%90%C2%B2%C3%90%C2%BD%C3%91%C2%83%C3%91%C2%82%C3%91%C2%80_%C3%91%C2%82%C3%91%C2%80%C3%91%C2%83%C3%90%C2%B4%C3%90%C2%BE%C3%90%C2%B2%C3%90%C2%BE%C3%90%C2%B3%C3%90%C2%BE_%C3%91%C2%80%C3%90%C2%B0%C3%91%C2%81%C3%90%C2%BF%C3%90%C2%BE%C3%91%C2%80%C3%91%C2%8F%C3%90%C2%B4%C3%90%C2%BA%C3%90%C2%B0.doc&name=%D0%9B%D0%9D%D0%90_%D0%BD%D0%BE%D0%B2%D1%8B%D0%B5_%D1%80%D0%B5%D0%B4%D0%B0%D0%BA%D1%86%D0%B8%D0%B8.zip%2F%2F%D0%94%D0%BE%D0%BA_%D0%9F%D1%80%D0%B0%D0%B2%D0%B8%D0%BB%D0%B0_%D0%B2%D0%BD%D1%83%D1%82%D1%80_%D1%82%D1%80%D1%83%D0%B4%D0%BE%D0%B2%D0%BE%D0%B3%D0%BE_%D1%80%D0%B0%D1%81%D0%BF%D0%BE%D1%80%D1%8F%D0%B4%D0%BA%D0%B0.doc&c=577bb2c2756f" \l "footnote_back_81) см. также приказ Минздравсоцразвития № 761н, должностные обязанности по должности учитель: осуществляет контрольно-оценочную деятельность в образовательном процессе с использованием современных способов оценивания в условиях информационно-коммуникационных технологий (**ведение электронных форм документации, в том числе электронного журнала и дневников обучающихся**)