



Human Resources

*Campus Support*

RECRUIT. SUPPORT. RETAIN.

# LICENSED PERSONNEL POLICY CHANGES



- 3.0 Personnel Policy Committee (New)
- 3.1 Salary Schedule
- 3.4 Reduction in Force
- 3.5 Contract Returns
- 3.6 Employee Training
- 3.19 Employment
- 3.25 Grievances
- 3.36 Renewals and Terminations
- 3.40 Duties as Mandated Reporters
- 3.54 Planning Period and Max Students
- 3.57 Name, Title, & Pronoun (New)

## 3.0 PERSONNEL POLICY COMMITTEE

- **LEARNS requires the makeup of the PPC be incorporated into policy. There are no changes to the configuration of the committee.**
- **New requirement that all meetings be recorded and posted to the website.**

## 3.1 SALARY SCHEDULE

- **The link to the salary schedule must be updated to reflect 2023-24 school year.**
- **Policy to reflect the number of days to be worked in order to be eligible for one year of service credit on the salary schedule. This is a current practice that has been incorporated into policy.**
- **The state changed APPEL to ArPEP. This is an alternative licensure program.**

## 3.4 REDUCTION IN FORCE

- **LEARNS requires "effectiveness" to be the primary factor in determining staff to retain during a RIF.**
  - **Evaluations**
  - **Master Teacher/Teacher Leader credentials**
  - **National Board certification**
  - **Additional licensure/Advanced degrees**

## 3.5 CONTRACT RETURNS

- **Removal of the Teacher Fair Dismissal Act legal reference.**

## 3.6 EMPLOYEE TRAINING

- **Establishes a 5-year rotation for required professional development.**
- **Adds requirement for mental health training.**
- **Adds requirement for training in recognition of seizures.**
- **Ensures that employees are not required to attend implicit bias training.**
- **Prohibits the District from requiring more than 60 hours of professional development.**

## 3.19 EMPLOYMENT

- **Adds the requirement to seek feedback from campus staff when there is a principal vacancy.**
- **The District must provide an unfavorable reference in the event there is probable cause that a staff member engaged in sexual misconduct.**
- **Legal reference changes**



## 3.25 GRIEVANCES

- **Allows the Board to combine grievances of the same nature into a group grievance.**

## 3.36 Renewals and Terminations

- **LEARNS requires the removal of the Teacher Fair Dismissal Act (TFDA).**
- **The primary change is 10 days to request a hearing, instead of 30 days for terminations.**
- **Termination hearings will be open to the public.**

## 3.40 DUTIES AS A MANDATED REPORTER

- **All employees are mandated reporters.**
- **DHS has an online form and will no longer receive a report via fax.**

## 3.54 PLANNING PERIOD AND MAXIMUM NUMBER OF STUDENTS

- **Removed TFDA reference.**

## 3.57 NAME, TITLE, & PRONOUN

- **Parental consent is required to address a student by a name and/or pronoun inconsistent with the birth certificate.**
- **No adverse action can be taken for an employee refusing to:**
  - 1. Use the name on the birth certificate or a derivative.**
  - 2. Use a pronoun inconsistent with the person's biological sex.**