

**Approval of TASB Update 115 Local Policies &
DEA (Local), DEC (Local) & DEE (Local) Revisions – 2nd Reading
August 25, 2020**

SUMMARY:

Local policies included in Update 115:

Update 115 focuses on updating and reorganizing several policies in the FFE series of the policy manual addressing student welfare. FFEA continues to focus on counseling, and a new code, FFEB, focuses on mental health provisions. Update 115 includes new Title IX regulations, effective August 14, 2020, which define sexual harassment under Title IX and establish detailed procedures for how districts must respond to notice or allegations of sexual harassment.

In addition to these changes, Update 115 includes several other policies affected by legislation from the 86th Legislative Session that were not included in Update 114 and incorporates numerous changes from revised Administrative Code rules that impose changes effective with the 2020-2021 school year.

DEA (Local) enhances additional language to allow Superintendent to revise premium pay to hours worked during extended closure due to natural disaster or pandemic.

DEC (Local) enhances additional language for professional employees requesting a one-year unpaid leave of absence for Covid-19 reasons.

DEE (Local) adds clarifying language relating to allowable employee expense reimbursement.

Local policies included in Update 115:

- BDF(LOCAL): BOARD INTERNAL ORGANIZATION - CITIZEN ADVISORY COMMITTEES
- BF(LOCAL): BOARD POLICIES
- DED(LOCAL): COMPENSATION AND BENEFITS - VACATIONS AND HOLIDAYS
- DIA(LOCAL): EMPLOYEE WELFARE - FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION
- DMD(LOCAL): PROFESSIONAL DEVELOPMENT - PROFESSIONAL MEETINGS AND VISITATIONS
- EI(LOCAL): ACADEMIC ACHIEVEMENT
- FB(LOCAL): EQUAL EDUCATIONAL OPPORTUNITY
- FD(LOCAL): ADMISSIONS
- FEB(LOCAL): ATTENDANCE - ATTENDANCE ACCOUNTING
- FFG(LOCAL): STUDENT WELFARE - CHILD ABUSE AND NEGLECT
- FFH(LOCAL): STUDENT WELFARE - FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION
- FMF(LOCAL): STUDENT ACTIVITIES - CONTESTS AND COMPETITION
- FNG(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - STUDENT AND PARENT COMPLAINTS/GRIEVANCES
- GF(LOCAL): PUBLIC COMPLAINTS

Local Policy Deletions:

- BDF (Local): BOARD INTERNAL ORGANIZATION: CITIZEN ADVISORY COMMITTEES
- DMD (Local) PROFESSIONAL DEVELOPMENT: PROFESSIONAL MEETINGS AND VISITATIONS
- FMF (Local) STUDENT ACTIVITIES: CONTESTS AND COMPETITION

District Local Policy Revisions:

DEA (Local) Compensation & Benefits: Compensation Plan
DEC (Local) Compensation & Benefits: Leaves & Absences Policy Revision
DEE (Local) Compensation & Benefits: Expense Reimbursement Policy Revision

PREVIOUS BOARD ACTION:

The Board discussed and reviewed TASB Update 115 during the Workshop portion of the board meeting on July 28, 2020 and First Reading Approval on August 8, 2020

BACKGROUND INFORMATION:

Update 115 contains 70 legal policies, one of which is being deleted (FFE), 11 local policies with an additional three policies for deletion (BDF, DMD, FMF)

SIGNIFICANT ISSUES:

The district must have school policies that are consistent with current laws and appropriately communicate local policy issues. Policies are classified as either “Legal” or “Local” in design. A “Legal” policy is a statement of existing law or of binding legal decisions and as such do not require Board approval. Local policies are decisions made at the local level that reflect district decisions and practices and do require approval. Legal policies are always included in updates so local policy development occurs within the context of binding law.

BENEFIT OF ACTION:

To allow the Board to evaluate and ensure that these policies reflect the practices of the District.

PROCEDURAL AND REPORTING IMPLICATIONS:

Because the law requires districts to adopt a local policy so quickly, districts are allowed to implement the process for emergency adoption with one reading.

ALTERNATIVES:

The following options are available to the Board:

- continue to study the policy
- modify the existing language
- approve policies as written and submitted by TASB

SUPERINTENDENT’S RECOMMENDATION:

The Superintendent recommends the Board approve TASB Update 115 local policies and revisions to DEA (Local), DEC (Local) and DEE (Local) on second reading

PERSONS RESPONSIBLE:

James K. Wilson III, Superintendent
Deron Robinson, General Counsel

ATTACHMENT:

TASB Update 115 Local Policies
DEA (Local)
DEC (Local)
DEE (Local)