

TO: Gearl Loden, Ph.D.

FROM: Leigh B. Mobley, Ph.D.

DATE: October 31, 2016

RE: Board Policy Revisions

Pursuant to board Policy BDE:

The board policy manual will be reviewed on a regular basis under the direction of the superintendent or designee, in consultation with appropriate Directors, Principals and Staff, and reported to the superintendent according to a minimum schedule.

A review of district policies by district staff and staff counsel Kelly Stimpson has led to the request for the following policy revisions:

GBADA	Professional/Licensed Staff Fringe Benefits
GBRID	Military Leave

The suggested revised policies are attached with revisions indicated in red.

Please consider for approval revisions of the aforementioned policies.

Respectfully Submitted:



Leigh B. Mobley, Ph.D.

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Executive Director of Professional Development, Assessment, and Compliance
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District: Tupelo Public School District
Section: G - Personnel
Policy Code: GBADA - Professional/Licensed Staff Fringe Benefits

LICENSED STAFF FRINGE BENEFITS

All ~~Tupelo Public School District~~ licensed employees who work no less than twenty (20) hours during each week on a permanent basis are eligible to participate in the Mississippi Public School Employees' Health Insurance Plan. The State will pay the majority of the cost of this insurance for all licensed employees with the exception of those positions that are federally funded. The District ~~shall~~ **will** provide opportunities for employees to enroll in this program pursuant to guidelines established by the State of Mississippi Department of Finance and Administration, Office of Insurance.

The District will also deduct from the salary of licensed employees the required premiums for additional insurance programs offered to district licensed personnel. The number of deductions shall be established by the Board.

Last Review Date: _____
Review History:[1/1/1900][1/1/1901]

[GBADA -E.pdf](#) **TPSD Learning Foundation Scholarships will be awarded to TPSD Licensed staff based on available funding.**
Exhibit GBADA-E outlines the TPSD Learning Foundation Scholarships. This scholarship program will be implemented based on available funding.

Adopted Date: 5/1/2013
Approved/Revised Date:

District: Tupelo Public School District
Section: G - Personnel
Policy Code: GBRID - Military Leave

STAFF MILITARY LEAVE

Employees who must leave employment with the District to perform military service will be provided employment protection pursuant to the Uniformed Services Employment and Reemployment Rights Act (USERRA). Such protection includes reemployment and continuation of benefits for up to 24 months, provided the employee is eligible under USERRA. The District shall provide notification of such rights, benefits and obligations by posting the same in teacher workrooms **or central locations** and/or by direct mail to eligible employees.

LEGAL REF: 38 U.S.C. §4301-33

Last Review Date: _____
Review History:[1/1/1900][1/1/1901]

Adopted Date: 2/22/2013
Approved/Revised Date: