

Proposed Code #	Proposed Title	Current policy code	WASB recommendation	WASB Comment (if any)	Admin Recommendation:	Committee Recommendation
510	Personnel Policy Goals	510	Keep current policy	The PRG does not offer a samle policy for this topic. This policy is acceptable as written.	agree	
511	Equal Opportunity Employment	511		Review after Title IX rules are finalized.		
511 R	Employment Discrimination Harassment Complaint Procedure	511 R		Review after Title IX rules are finalized.		
511 E	Exhibit Discrimination Harassment Complaint Form	511 E		Review after Title IX rules are finalized.		
512	Sexual Harassment/ Harassment	512		Review after Title IX rules are finalized.		
513	Nondiscrimination Title IX	513		Review after Title IX rules are finalized.		
521	Staff Involvement in Decisionmaking	521	Keep current policy	The PRG does not offer a samle policy for this topic. This policy is acceptable as written.	agree	
521.1	Board-Staff Communications	521.1	Replace policy with PRG 521.1 sample policy 2.	I added the paragraph on board member visits to school from your current policy to the PRG sample.	agree with edit Paragraph 2	

831	Restrictions on Tobacco, Nicotine and Vapor Products	521.2	Replace policy with PRG 831 Sample Policy 3 and recode to 831.	<p>Note that I sent you the edited version of PRG 831 sample policy 3 with the 400 series policies.</p> <p>Your current policy covers students, employees and visitors and is coded under the WASB Policy Coding System as 831. In the alternative you might have duplicate policies coded 443.3 (students), 522.2 (employees) and 831 (visitors) with cross referencing.</p>	Reviewed and updated as part of 400's for 500's and 800. don't bringback	
522	Staff Conduct	522	Replace policy wity PRG 522 sample policy 1		agree	
522.1	Alcohol and Drug Free Workplace	522.1	Replace policy wity PRG 522.1 sample policy 1	See footnote 2 regarding potential issue under Wisconsin Fair Employment Act with your current policy ("0.0" standard for being under the influence using any device or means).	agree with edits	
	Employee Misconduct Reporting	522.3	Delete current policy	Content of this policy is covered in 522 staff conduct. Your current policy simply restates legal requirements and is not needed.	Repeal	
523	Staff Health and Safety	523	Keep current policy.	The PRG does not offer a sample policy for this topic. This policy is acceptable as written.	agree	
523.1	Employee Health Examinations	523.1	Replace with PRG 523.1 sample policy 1		agree	

523.2 and 523.2R	Employee Assistance Program (EAP) Procedures	523.2 and 523.2R	Keep current policy and rule	The PRG provides a sample EAP policy (see PRG 523.3 sample policy 1) that is very general. If you wish to keep the level of detail in your current policy and rule, you may do so. The current policy was last revised in 2002 and you should review the policy and your current EAP to be certain that the policy continues to accurately describe what you are doing. If you want a simpler policy that merely states that you will have an EAP, you might use the PRG sample.	Use PRG Version with legal references No Rule	
523.3 and 523.3R	Employee's Right To Know	523.3 and 523.3R	Keep current policy and rule	The PRG does not offer a sample policy for this topic. This policy and rule are acceptable as written.	agree	
523.5 and 523.5E	Employee Wellness	523.4	Keep current policy, recode to 523.5 align with PRG. Adopt PRG 523.5 sample exhibit 1	The PRG does not offer a sample policy for this topic and your policy is acceptable as written. The EEOC requires employers that offer a wellness program to provide a notice to employees which is reproduced in 523.5 Sample Exhibit 1.	Agree w/Policy NO Exhibit	
	Infection control/Bodily fluids/Blodborne pathogens	523.5 and 523.5R	Either delete or review and update with health care professionals.	The PRG addresses this topic generally in the Emergency Nursing Services (policy 453.1 (that policy assigns responsibility to the school nurse to be the resource person for the district's bloodborne pathogen/exposure plan). If you wish to maintain this policy and rule, it should be reviewed by health care professionals.	Repeal	

524	Staff Ethics	524	Maintain current policy	The PRG has a very general policy covering both conflict of interest and staff ethics. Your local policy goes into greater detail and is legally acceptable.	agree	
522.4	Conflicts of Interest	524.1	Replace with PRG 522.4 sample policy 1 and recode	The PRG sample addresses legal conflicts of interest in general. The policy does not attempt to repeat statutory requirements as those may change from time to time, necessitating policy updates. Your current policy includes some requirements that go beyond legal conflicts of interest and you may include that in your policy if you wish.	Re number add Old language to bottom of PRG	
525	Staff Participation in Community Affairs	525	Keep current policy	The PRG does not offer a sample for this topic. Your policy is acceptable as written.	agree	
526	Personnel Records	526	Replace with PRG 526 sample policy 1		agree	
528	Staff-Student Relations	528	Replace with PRG 528 sample policy 1		agree	

535.4	Telework	529	Replace with PRG 535.4 sample policy 1 and sample rule 1	<p>You may choose to incorporate some of the procedures in your current policy in the rule - I noted several places in the rule where you might do that.</p> <p>I looked in the teacher handbook I have for your district for language relating to telework but did not find any. You should review any employee handbooks you have for telework language and align that language with the sample policies.</p>	agree with edits Mileage language	
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