



**GENEVA COMMUNITY UNIT SCHOOL DISTRICT 304**  
**FROM THE OFFICE OF HUMAN RESOURCES**

TO: Board of Education  
Dr. Kent Mutchler

FROM: Craig Collins

RE: Policy Change Recommendations

DATE: February 20, 2014

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The following policies have been reviewed by the District Administration and come now to the Policy Committee of the Board for review and comment.

**1. Evaluation of the Superintendent**

Policy 1240 Revised

This policy is being revised after review by our legal counsel.

**2. Administrative Evaluation Program**

Policy 1530 Revised

This policy is being revised after review by our legal counsel. This policy reflects the current state of the law and should be adopted to maintain accurate policies.

**3. Section 504/ADA Prohibition Against Disability Discrimination in Employment**

Policy 1623 New

Policy 3123 New

Policy 4123 New

These new policies are being added in the respective sections to address 504/ADA implications as they pertain to employment. The content is the same in all three policies. See note in Policy 2260.01.

This policy reflects the current state of the law and should be adopted to maintain accurate policies.

#### **4. Nondiscrimination and Access to Equal Employment Opportunity**

Policy 2260 Revised

This policy is being revised to include language regarding sexual orientation and transgender identity.

This policy is also being revised to include language regarding equal access to school facilities/premises for the Boy Scouts of America or other Title 36 youth groups. The United States Department of Education Office of Civil Rights routinely checks to verify that districts are in compliance with this requirement when it reviews the District's nondiscrimination policy.

These revisions reflect the current state of the law and should be adopted to maintain accurate policies.

#### **5. Section 504/ADA Prohibition Against Discrimination Based on Disability**

Policy 2260.01 New

The Americans with Disabilities Act of Amendment Act of 2008 (ADAAA) has extended the protections offered by the original ADA. Employment topics reflecting these changes are now found in Policy 1623/3123/4123.

The content of this policy reflects the current state of the law and should be adopted to maintain accurate policies.