

First-Reading Approval to Policy to DC (LOCAL)

April 10, 2007

SUMMARY:

This item requests first-reading approval to changes in Policy DC (LOCAL).

PREVIOUS BOARD ACTION:

The Board discussed this topic during the workshop portion of the March 13, 2007 meeting. At this meeting the Board expressed a desire to see this item brought forward for potential action.

BACKGROUND INFORMATION:

DC (LOCAL) as currently drafted prohibits the hiring of persons related to DISD staff in the positions classified as Superintendent, Assistant Superintendent, Executive Director and Director. The proposed change is to modify the restrictions at the Director level to allow for employment of related staff so long as the person being considered does not work within the same division or department nor within a division nor department whose work is closely associated with the work of the related director. The Superintendent will review these instances and make recommendations to the Board on a case by case basis.

SIGNIFICANT ISSUES:

The major issue for the Board is have policies in place that adequately address potential nepotism issues while at the same time not being too restrictive as to lose outstanding candidates.

FISCAL IMPLICATIONS:

It is difficult to put a cost figure associated with the topic. Personnel costs are 80% of the district's budget. Not hiring the very best staff available does have cost implications, but these are difficult to quantify.

BENEFIT OF ACTION:

Revision of the policy will allow the district to further open the candidate pool for potential employees.

PROCEDURAL AND REPORTING IMPLICATIONS:

Policy revisions within DISD require a minimum of three Board reviews unless the item is classified as an emergency item. The first review would be in a workshop setting where the Board reviews, discusses and gives direction to the staff regarding the issue. The second review would be a first-reading approval of the proposed changes. The final review would be a second-reading approval and implementation of the amended or adopted policy.

PUBLIC COMMENT RECEIVED:

This topic was not discussed by the public during the open forum portion of the workshop review.

ALTERNATIVES:

The Board can continue with the current policy in place or make other revisions to the proposed policy.

OTHER COMMENTS:

A survey of nepotism restrictions of area districts is enclosed for Board review.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends first-reading approval of the changes to Policy DC (LOCAL) as submitted.

STAFF PERSONS RESPONSIBLE:

Ray Braswell, Superintendent

ATTACHMENT:

Proposed to Changes to Policy DC (LOCAL)
Survey of Area Districts as to Nepotism Restrictions

APPROVAL:

Ray Braswell