



Human Resources

Campus Support

RECRUIT. SUPPORT. RETAIN.

CLASSIFIED PERSONNEL POLICY CHANGES



- 8.0 Personnel Policy Committee (New)
- 8.1 Salary Schedule
- 8.13 Employment
- 8.19 Grievances
- 8.30 Reduction in Force
- 8.31 Renewals and Terminations
- 8.34 Duties as Mandated Reporters
- 8.44 Contract Returns
- 8.47 Name, Title, & Pronoun (New)

8.0 PERSONNEL POLICY COMMITTEE

- **LEARNS requires the makeup of the PPC be incorporated into policy. There are no changes to the configuration of the committee.**
- **New requirement that all meetings be recorded and posted to the website.**

8.1 SALARY SCHEDULE

- **The link to the salary schedule must be updated to reflect 2023-24 school year.**

8.13 EMPLOYMENT

- **The District must provide an unfavorable reference in the event that there is probable cause that a staff member engaged in sexual misconduct.**
- **Legal reference changes**

8.19 GRIEVANCES

- **Allows the Board to combine grievances of the same nature into a group grievance.**

8.30 REDUCTION IN FORCE

- **LEARNS requires "effectiveness" to be the primary factor in determining staff to retain during a RIF.**
 - **Evaluations**
 - **Additional credentials**
 - **Additional degrees**

8.31 RENEWAL AND TERMINATION

- **LEARNS requires the removal of the Public School Employee Fair Hearing Act (PSEFH).**
- **The primary change is 10 days to request a hearing, instead of 25 days for terminations.**
- **Termination hearings will be open to the public.**

8.34 DUTIES AS A MANDATED REPORTER

- **All employees are mandated reporters.**
- **DHS has an online form and will no longer receive a report via fax.**

8.44 CONTRACT RETURNS

- **New policy consistent with Licensed employee requirements.**

8.47 NAME, TITLE, & PRONOUN

- **Parental consent is required to address a student by a name and/or pronoun inconsistent with the birth certificate.**
- **No adverse action can be taken for an employee refusing to:**
 - 1. Use the name on the birth certificate or a derivative.**
 - 2. Use a pronoun inconsistent with the person's biological sex.**