



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: December 20, 2023

Agenda Section: Consent

Agenda Item Title: Board Policy Updates

From/Presenters: Henry Yzaguirre, Superintendent

Description: EEB(Local), DGB(Local), FEC(Local), DEC(Local), GKDA(Local)

Historical Data: On September 20, 2023 the Board approved EEB(Local), FEC(Local), DEC(Local), and GKDA(Local). After submitting them to TASB, they sent us the following revisions/recommendations. Also on September 20, 2023, the Superintendent pulled DGB(Local) for further discussion and consideration at a future Board meeting.

Recommendation: To approve the updates.

Purchasing Director and Approval Date: n/a

Funding Budget Code and Amount: n/a

Goal: 1. SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

PROPOSED REVISIONS

**Leave
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

Definitions

The term "immediate family" is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

School Year

A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the District for the employee's usual assignment, whether full-time or part-time.

Catastrophic Illness
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

State Leave Proration

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than ~~three~~ **five** consecutive workdays because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

State Personal Leave

The Board requires employees to differentiate the manner in which state personal leave is used.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

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<i>Request for Leave</i>	<p>In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.</p> <p>Discretionary use of state personal leave shall not exceed three consecutive workdays.</p>
Local Leave	<p>Each employee shall earn five paid local leave days per school year in accordance with administrative regulations.</p> <p>Local leave shall accumulate without limit.</p> <p>Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]</p>
Sick Leave Pool	<p>An employee who has exhausted all paid leave as well as any applicable compensatory time and who suffers from a catastrophic illness or injury may request the establishment of a sick leave pool, to which District employees may donate local leave for use by the eligible employee.</p> <p>The pool shall cease to exist when the employee no longer needs leave for the purpose requested, uses the maximum number of days allowed under a pool, or exhausts all leave days donated to the sick leave pool.</p> <p>The Superintendent shall develop regulations for the implementation of the sick leave pool that address the following:</p> <ol style="list-style-type: none">1.— Procedures to request the establishment of a sick leave pool;2.— The maximum number of days an employee may donate to a sick leave pool;3.— The maximum number of days per school year an eligible employee may receive from a sick leave pool; and4.— The return of unused days to donors.
Appeal	<p>An employee may appeal a decision regarding the establishment or implementation of the District's sick leave pool in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.</p>
Sick Leave Bank	<p>The District shall establish a sick leave bank that employees may join through contribution of local leave or state personal leave.</p>

Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee experiences a catastrophic illness or injury and has exhausted all paid leave and any applicable compensatory time.

The Superintendent shall develop regulations for the operation of the sick leave bank that address the following:

1. Membership in the sick leave bank, including the number of days an employee must contribute to become a member;
2. Procedures to request leave from the sick leave bank;
3. The maximum number of days per school year a member employee may receive from the sick leave bank;
4. The committee or administrator authorized to consider requests for leave from the sick leave bank and criteria for granting requests; and
5. Other procedures deemed necessary for the operation of the sick leave bank.

Appeal

An employee may appeal a decision regarding the sick leave bank in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

Mental Health Leave

A District peace officer who experiences a traumatic event in the scope of employment shall be granted a maximum of five days of mental health leave per traumatic event. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding mental health leave that address the following:

1. Circumstances or reasons under which ~~a peace officer~~an eligible employee may use mental health leave;
2. Procedures for requesting mental health leave and maintaining the anonymity of the requester;
3. The administrator authorized to approve requests for mental health leave; and
4. Other procedures deemed necessary for administering this provision.

Quarantine Leave

A District peace officer shall be granted quarantine leave when ordered by the local health authority or the peace officer's supervisor

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to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding quarantine leave that address the following:

1. Continuation of all employment benefits and compensation for the duration of the leave;
2. Reimbursement for reasonable costs related to the quarantine; and
3. Other procedures deemed necessary for administering this provision.

Line of Duty Illness or Injury Leave of Absence

Following a leave of absence with full pay as required by law, the District shall not extend the leave of absence for a police officer's line of duty illness or injury. In accordance with law, the police officer may use accumulated leave.

Family and Medical Leave

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.

Note: See DECA(LEGAL) for provisions addressing FMLA.

Twelve-Month Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be July 1 through June 30.

Combined Leave for Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or Reduced Schedule Leave

The District shall **not** permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

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Leave at the End of Semester	When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.
Temporary Disability Leave Certified Employees	<p>Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]</p> <p>An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.</p> <p>The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.</p>
Other Employees	Any full-time employee whose position does not qualify for temporary disability leave, but who wishes to take more than 60 days of earned leave, must submit a written request to the Superintendent for approval prior to taking the leave.
Workers' Compensation	<hr/> <p>Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.</p> <hr/>
Paid Leave Offset	<p>An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.</p> <p>The District shall permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]</p>
Court Appearances	Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.
Payment for Accumulated Leave Upon Retirement Separation	<p>The following leave provisions shall apply to state leave accumulated beginning on the original effective date of this program.</p> <p>An employee who separates from employment withretires from the District shall be eligible for payment for accumulated state and local leave under the following conditions:</p> <ol style="list-style-type: none">1. The employee's separation from employmentretirement is voluntary, i.e., the employee is retiring or resigning and is not being discharged or nonrenewed.

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- ~~1.2.~~ **The employee has at least 10 consecutive years of service with the District and is eligible for retirement from the Texas Teachers Retirement System (TRS).**
- ~~2.3.~~ **The employee provides written notice of intent to separate from employment ~~two weeks~~ at least **four weeks** prior to separation.**
- ~~3.~~ ~~The employee has at least ten years of service with the District.~~

The employee shall receive payment for ~~each up to 10 days~~ of accumulated state leave **and up to 20 days of accumulated local leave at the rate of \$100 per day for non-exempt employees and \$200 per day for exempt employees.** ~~, to a maximum of 100 days, at a rate established by the Board.~~ If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

Working While on Leave

While on any type of leave status with the District, the employee shall not perform District work in any capacity except as approved by human resources as part of an approved return-to-work or transitional duty assignment in the District.

Working during a leave of absence shall be considered a violation of the District's leave policy and may be grounds for immediate termination of at-will employees or recommendation of termination for contract employees.

Neutral Absence Control

If an employee does not return to work after exhausting all available paid and unpaid leave, the District shall provide the employee written notice that he or she no longer has leave available for use. The District shall automatically pursue termination of an employee who has exhausted all available leave, regardless of the reason for the absence [see DF series]. The employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered before termination. If terminated, the employee may apply for reemployment with the District.

Any employee who is absent three or more days must make personal phone contact with his or her immediate supervisor no later than the third day of absence unless there are extenu-

ating circumstances. Failure to make contact may result in termination due to job abandonment for at-will employees and recommendations for termination of contract employees.

An employee who abuses the District's leave policies and administrative regulations, misrepresents the need to use leave, or falsifies documentation related to the use of leave shall be subject to appropriate disciplinary action, up to including termination, in accordance with District policies and applicable law.

PROPOSED REVISIONS

~~**Note:** — This local policy has been revised in accordance with the District's innovation plan.⁴~~

~~In accordance with the District's innovation plan, the District is exempt from state law regarding minimum attendance for credit or a final grade for a student in kindergarten–grade 12.~~

~~Campus attendance committees shall hear petitions for class credit or a final grade by students who have not attended class 90 percent of the days the class is offered and have not earned class credit or a final grade due to extenuating circumstances and other educational factors.~~

This policy shall apply to a student who has not been in attendance for 90 percent of the days the class is offered.

Absences Considered

Except as otherwise provided by law, all absences incurred while enrolled in the District shall be considered in determining whether a student has attended the required percentage of days under this policy.

Attendance Committees

The Board shall establish an attendance committee or as many committees as necessary for efficient implementation of Education Code 25.092.

The Superintendent shall make the specific appointments in accordance with legal requirements.

Parental Notice of Excessive Absences

A student and the student's parent or guardian shall be given written notice prior to and at such time when a student's attendance in any class drops below 90 percent of the days the class is offered.

Methods for Regaining Credit or Awarding a Final Grade

When a student's attendance drops below 90 percent but remains at least at 75 percent of the days the class is offered, the student may earn credit for the class or a final grade by completing a plan approved by the principal. This plan must provide for the student to meet the instructional requirements of the class as determined by the principal.

If the student fails to successfully complete the plan, or when a student's attendance drops below 75 percent of the days the class is offered, the student, parent, or representative may request award of credit or a final grade by submitting a written petition to the appropriate attendance committee.

Petitions for credit or a final grade may be filed at any time the student receives notice but, in any event, no later than three days after the last day of classes.

The attendance committee shall review the student's entire attendance record and the reasons for absences and shall determine whether to award credit or a final grade. The attendance committee may also, whether a petition is filed or not, review the records of all students whose attendance drops below 90 percent of the days the class is offered.

A student who has lost credit or has not received a final grade because of excessive absences may regain credit or be awarded a final grade by fulfilling the requirements established by the attendance committee.

Personal Illness

The principal or attendance committee may require verification from a health-care provider in accordance with administrative regulations as a condition of classifying an absence for personal illness as one for which there are extenuating circumstances.

Best Interest Standard

In reaching consensus regarding a student's absences and how the student can be awarded credit or a final grade, the attendance committee shall attempt to ensure that its decision is in the best interest of the student. The Superintendent shall develop administrative regulations to document the attendance committee's decision.

Guidelines on Extenuating Circumstances

The attendance committee shall consider whether a student has mastered the essential knowledge and skills and maintained passing grades in the course or subject.

When makeup work is completed satisfactorily, the attendance committee shall consider extracurricular absences and other excused absences as days of attendance for award of credit or a final grade. [See FEA]

The attendance committee shall consider whether the reasons for the absences were out of the parent's or student's control and whether documentation for the absence is acceptable.

The student or parent shall be given an opportunity to present any information to the committee about the absences and to discuss ways to earn or regain credit or be awarded a final grade.

Imposing Conditions for Awarding Credit or a Final Grade

The attendance committee shall consider the student's unique circumstances and, if necessary, shall impose conditions for awarding credit or a final grade that permit the student to

meet the instructional requirements of the class rather than assigning a student to attend a specified program for an amount of time equivalent to the student's absences. Conditions may include:

1. Maintaining attendance standards for the rest of the semester.
2. Completing additional assignments, as specified by the committee or teacher.
3. Attending tutorial sessions as scheduled.
4. Completing other instructional programs, as specified by the committee.
5. Taking an examination to earn credit. [See EHDB]

In all cases, the student must earn a passing grade in order to receive credit.

Appeal Process

A parent or student may appeal the decision of the attendance committee in accordance with FNG(LOCAL).

⁴Innovation Plan: <https://www.southsanisd.net/Domain/1839>

PROPOSED POLICY

Distribution of Nonschool Literature Permitted

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the District or by a District-affiliated school-support organization shall not be sold, circulated, distributed, or posted on any District premises by any District employee or by persons or groups not associated with the District, except in accordance with this policy.

The District shall not be responsible for, nor shall the District endorse, the contents of any nonschool literature distributed on any District premises.

[See CPAB regarding use of the District's internal mail system and FNAA regarding distribution of nonschool literature by students.]

Limitations on Content

Nonschool literature shall not be distributed on District property if:

1. The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
4. The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
5. The materials contain defamatory statements about public figures or others.
6. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
7. The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.
8. There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.

Prior Review

All nonschool literature intended for distribution on school campuses or other District premises under this policy shall be submitted to the Superintendent for prior review in accordance with the following:

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

1. Materials shall include the name of the person or organization sponsoring the distribution.
2. Using the standards found in this policy at Limitations on Content, the Superintendent shall approve or reject submitted materials within two school days of the time the materials were received.

Exceptions to Prior Review

Prior review shall not be required for distribution of nonschool literature in the following circumstances:

1. Distribution of materials by an attendee to other attendees at a school-sponsored meeting intended for adults and held after school hours;
2. Distribution of materials by an attendee to other attendees at a community group meeting held in accordance with GKD(LOCAL) or a noncurriculum-related student group meeting held in accordance with FNAB(LOCAL); or
3. Distribution for electioneering purposes during the time a school facility is being used as a polling place in accordance with state law [see BBBA].

All nonschool literature distributed under these exceptions shall be removed from District property immediately following the event at which the materials were distributed.

Even when prior review is not required, all other provisions of this policy shall apply.

Time, Place, and Manner Restrictions

Each campus principal shall designate times, locations, and means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed to students or others at the principal's campus.

The Superintendent shall designate times, locations, and means for distribution of nonschool literature at District facilities other than school campuses, in accordance with this policy.

Violations of Policy

Failure to comply with this policy regarding distribution of nonschool literature shall result in appropriate administrative action, including but not limited to confiscation of nonconforming materials and/or suspension of use of District facilities. Appropriate law enforcement officials may be called if a person refuses to comply with this policy or fails to leave the premises when asked. [See GKA]

Appeals

Decisions made by the administration in accordance with this policy may be appealed in accordance with the appropriate District complaint policy. [See DGBA or GF]

PROPOSED REVISIONS

Employee Organizations

Employee organizations shall be treated consistently and without favoritism.

Employee organizations shall establish procedures for determining which ideas or concerns will be presented to the Superintendent or designee. Only ideas or concerns determined to be representative of a majority of the organization shall be presented.

Each organization shall provide the Superintendent or designee, any proposal, suggestion, or concern that has been approved or endorsed by the organization in writing.

The Superintendent or designee will review the proposal, suggestion, or concern and will determine which the course of action to address the matter.

Accordingly, the following shall be observed:

1. Group meetings or individual conferences conducted by any employee organization for membership recruitment, or any other purpose shall not be conducted on school premises during school hours. School facilities may be used for such purposes before or after school hours. [See GKD]
2. Employee organization business shall not be included in faculty meetings called and conducted by the principal.
3. The use of District supplies and equipment, including the school's public address system, by any employee organization is prohibited.

~~Purpose~~

~~A consultation committee shall be established for each school year for the purpose of creating a means by which the Board or the District may consult with District teachers on matters concerning educational policy and conditions of employment.~~

~~Consultation Unit~~

~~For purposes of implementing this consultation procedure, teachers shall be defined as all certified personnel who have no disciplinary authority or evaluation power over other teachers, including those on leave of absence from the District. Included in this definition of teacher shall be classroom teachers, school counselors, school librarians, special education teachers, and school nurses.~~

~~Composition~~

~~The administration shall be represented on the consultation committee by representatives of their choice, not to exceed five in number.~~

~~The District's teachers shall be represented on the consultation committee by representatives of their choice, not to exceed five in number.~~

Procedure

~~The Superintendent or designee shall call an initial meeting of the consultation committee no later than 30 days after the first day of the school year, giving due notice of time and place. The purpose of this meeting shall be to select matters for consideration by the consultation committee and adopt a tentative agenda.~~

~~Additional meetings shall be scheduled as may be necessary to complete consideration of selected agenda items. At least one meeting per month shall be scheduled. Meetings shall be scheduled to avoid conflicts with school duties of committee members, or released time without loss of salary or benefits shall be arranged for committee members when meetings are held during school hours.~~

~~Minutes of each meeting shall be kept for presentation at later meetings for review and/or appropriate action.~~

~~Reports of the subject matter and results of such meetings shall be made periodically to the Board by the consultation committee and Superintendent.~~

~~The Superintendent on behalf of the Board shall furnish to committee members, upon reasonable request, such information as may assist them in developing intelligent, feasible, and constructive proposals on the subjects considered. The requested information may include financial reports and the tentative budget for the next school year. Such information shall be provided to committee members prior to Board action thereon and at a date as early as practical.~~

~~The Board shall not act on any matter that is a proper subject of consultation before that matter has been discussed by the consultation committee.~~

Ratification of Agreements

~~When an agreement is reached on any Board policy related consultation issue, it shall be reduced to writing and submitted to the Board for approval:~~

Exclusive Privileges Accorded

~~The Board shall recognize the employee organization elected by teachers as the sole and exclusive consultation representative of teachers in the District for a period of two years, and for such additional periods of time as its recognition may be extended under procedures approved by the Board.~~

	<p>The employee organization elected by teachers shall serve as the sole agent for consultation procedures in the District under provisions established by the Board.</p>
	<p>Upon written request, the Board may grant leaves of absence without pay, renewable from year to year, for the president of the employee organization that has exclusive representation on the consultation committee. At the expiration of the leave of absence, the president shall return to a position that is comparable to the position he or she previously held, with retention of all benefits.</p>
Nonexclusive Privileges Accorded	<p>The employee organization exclusively represented on the consultation committee shall have reasonable use of the District's mail distribution system.</p> <p>The employee organization exclusively represented on the consultation committee shall have reasonable use of the District's bulletin boards.</p> <p>Members of the employee organization that has exclusive representation on the consultation committee may individually authorize a deduction from their salary checks for dues of the organization and its local, state, and national affiliates.</p>
Obligation to Represent	<p>The employee organization that has exclusive representation has the obligation and responsibility of representing all employees covered in this agreement.</p>
Presentation of Grievances	<p>Establishment of the consultation committee shall in no way impair the right of teachers or any other employee of the District to present grievances in accordance with established procedures concerning wages, hours of work, or conditions of employment individually or through any representative of their choice.</p>
Board Authority	<p>The Board reasserts and reaffirms its right, duty, and obligation to exercise exclusive control of the District and to make all final decisions with respect to the District, its policies, rules, and regulations.</p>
Challenge to Exclusive Representative	<p>Any other group wishing to challenge the right of an employee organization to remain as the exclusive representative of teachers in the District shall present petitions to the Board, between March 15 and April 30 of any even year, bearing signatures of 40 percent of the eligible consultation unit of the District.</p> <p>The Board or its designee shall validate such petitions and call for the election, if needed.</p> <p>For a period of two years after an employee organization has been certified as the exclusive representative, no other organization may</p>

~~present claims or questions relative to recognition or representative status of the exclusive employee organization.~~

DELETE POLICY

Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

Class Size Ratio

In accordance with the District's innovation plan, the District is exempt from state law requiring a district not to enroll more than 22 students in a kindergarten–grade 4 class.

The Superintendent shall approve any kindergarten–grade 4 classroom enrollment that exceeds 22 students and shall notify the Board. The board shall approve any kindergarten–grade 4 classroom enrollment that exceeds 24 students. At any time, the Board may request the Superintendent bring the exemptions for Board approval.

¹ Innovation Plan: <https://www.southsanisd.net/domain/2767>