

	Code	Name	Reasons for Proposed Modifications
4	GABAD	Supervision of Students	The policy language is fine, no substantive changes needed. However, the policy contains procedures: Recommend separating procedures out of the policy section. (Last revised in 1997)
5	GACN	Sexual Harassment	The only minor change to policy is to add "or other classifications protected by law." Procedures: suggested modifications shown are to bring the Complaint Procedures in conformance with what we actually do (eliminate the hearing panel, etc.)
7	GADA	Professional Continuing Education	This policy was formerly an exhibit and deals only with the Ole Miss Program. Recommend adding a statement of Board policy language. (Last revised in 1998.)
10	GADG	Professional Leave	I am recommending a slight change to #7 to be a more generalized statement of Board policy. (Last revised in 2010.)
12	GAE	Lic Staff Complaints	This policy language is fine but it also contains procedures. Recommend separating procedures out of the policy section. (Last revised in 1997.)
13	GAEA	Staff Protection	This policy includes procedures that should be separated out. (Last revised in 2000.)
15	GAGAB	Confidential Information and Disclosure of Information	New policy language proposed to state the policy of the Board, and revisions/ additions to procedures. (Last revision was in 2000.)
22	GBAAAB	Classified Staff Benefits	Slight changes to policy are recommended. New procedures are suggested to relate to the current exhibit "Uniforms"- there is no reference in current policy or procedure as to whom is required to wear uniforms. (Last revised in 2000.)
26	GBBA	Lic Personnel Qualifications	Because the MDE changes its requirements from time to time, I recommend we keep the language in our policy more simplified (don't quote the MDE regs). Last revised in 2000 and 2001. See GBD NOTE.
27	GBC	Recruitment and Selection	Review with superintendents language in policy #4 and whether it is enforceable. Also last sentence of #5 may be problematic. Add "or other category protected by law." (Last revised in 2000.)
28	GBCAAA	Posting Advertising Lic Vacancies	First sentence doesn't relate to this policy, and it is already in another policy. New procedures suggested which track our current practice. (Last revised in 2000.)
29	GBD	Prof Personnel Hiring	Slight modifications recommended. Eliminate the regulation listed in this policy - it is already in policy GBBA. Add "or other category protected by law." Last revised in 1999.

30	GBDAA	Crim Background Checks	The first paragraph is the policy - everything following the first paragraph should be moved to procedure. Modifications suggested for clarity.
31	GBEM	Drug and Alcohol-Free	I recommend tha the drug testing policy (GBRM) be included with this policy. Recommend adding definitions. I corrected the exhibit to reflect the current code and title. Note to HR: Use updated exhibit. Last revised in 2003.
33	GBIB	Licensed Employee Evaluation Process	The current policy is filled with procedures which I recommend removing. Additionally, TPSD is currently using different procedures. Recommend removing outdated "procedures" from policy and adding correct procedures as included. (Last revised in 2001.)
36	GBN	Prof Personnel Separation/nonrenewal	Too much of this policy is procedure, and quotes exactly from the code. I recommend separating this into procedure. The policy should include the first paragraph and a statement that any dismissal will be in accordance with Mississippi EEPL. ALso distinguish nonrenewal from dismissal. Shorten procedure to less than full statute.
37	GBO	Prof Personnel Resignations	Recommend adding "When licensed employee willfully breaches his/ her contract and abandons his/her employment w/o being released, the contract shall be null and void." (Last revised in 2000.)
39	GBRB	Professional Personnel Length of Work Day	Recommend adding a general statement of Board policy consistent with title of policy, separating procedures from policy, and omitting reference to "flex days."
41	GBRG	Prof Personnel Non-school Employment	First sentence doesn't reflect TPSD "first priority." We can't legally require e'ee to get approval from superintendent before accepting a second job, nor can we limit the hours they work a second job. Propose a legally enforceable policy and combine with consulting policy language. (Last revised in 2000.)
42	GBRGAA	Licensed Staff Consulting Activities	Rescind this policy - add language to GBRG Non-school Employment..
44	GBRHF	Workers Comp	Add "The Board authorizes the superintendent to establish administrative procedures to be followed when an employee is injured or becomes sick while on the job." Modify procedures to reflect what is actually in practice.
49	GBRM-2	Drug and Alcohol testing	Delete policy; add to policy and procedures for GBEM Alcohol and Drug-free Workplace.

53	GCDC	Classified Staff Separation	In this policy, MSBA combined two of our policies: termination (formerly GDQ) and resignation (formerly GDQB), both were last revised in 2000. Slight modifications recommended including omitting holding up a release if no suitable replacement is available. (Note - we cannot enforce the 2-wk notice provision.)
54	GCDD	Classified Staff Recruiting	Need to add "or any other category protected by law." Eliminated the last sentence: we already have a policy on that.
55	GCDEF	Non-School Empt by Classified	Last revised in 2000. Modified to be enforceable. See comments for GBRG.
56	GCRG	Classified Leaves and Absences	Slight modification to #1B and #7 .
57	GCRH	Non-Certified Vacation - Paid	The recommended changes are necessary to reflect our current practice and for clarification.
58	GDG	Substitute Support Staff Emplt	This was formerly an exhibit; in the conversion, MSBA made it a Board policy. Recommend that this policy be rescinded and all of its language be included in procedures to GBRJ ARRANGEMENTS FOR SUBSTITUTES. (Last modified in 2008.)
	IHD	Honor Roll	Update the numerical average needed; separate procedures from policy.