
BOARD AGENDA ITEM

Information/Discussion _____
Future Action _____
Action X

Item: Board Policy Amendments

Submitted by: Dave Rodgers, Asst. Superintendent of Human Resources

Date: 1-8-24

Recommended by: Dave Rodgers

Board Meeting Date: 1-15-24

RECOMMENDATION:

On behalf of the Leadership Team, it is recommended that the Board of Education take the appropriation Board actions to adopt the amended policies as recommended by Thrun Law's policy service.

BACKGROUND:

As a result of significant changes to Michigan law during the recent legislative session, most notably the Public Employment Relations Act (PERA), it is appropriate and timely to amend the following Board policies. Those policies note with an "R" refer to amendments that will take effect on July 1, 2024. The current version of those polices will remain in effect through June 30, 2024.

4108 – Union Activity and Representation

4207 – Third-Party Contracting

4404 – repeal (without replacement) the existing policy on Performance Based Compensation for Teachers

4407 – Discipline (Professional Staff)

4408 – Termination (Professional Staff)

4504 - repeal (without replacement) the existing policy on Performance Based Compensation for Administrators

“R” revision and adoptions (effective 7-1-24)

4402-R Placement (Professional Staff)

4403-R Performance Evaluation (Professional Staff)

4405-R Reduction in Force and Recall (Professional Staff)

4409-R Non-Renewal (Professional Staff)

4503-R Performance Evaluation (Administrators)

The Thrun policies recommended for amendments and adoption reflect the latest updates included in Thrun's legal updates to policy clients. Note: #4404 and #4504 pertaining to Performance Based Compensation are recommended to be discontinued and removed, instead of

revised. This challenging and sometimes contentious topic is no longer a state requirement, and it is therefore our recommendation to discontinue the requirement of performance based compensation provisions except where agreed upon in collective bargaining agreements or individual contracts.