

### ADD POLICY

In accordance with state law, the District has completed all requirements for designation as an innovation district, and the Board has adopted an [innovation plan](#).<sup>1</sup>

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<sup>1</sup> Innovation Plan: [https://s3.amazonaws.com/scschoollfiles/379/district\\_of\\_innovation-\\_harts\\_bluff\\_isd\\_approved\\_.pdf](https://s3.amazonaws.com/scschoollfiles/379/district_of_innovation-_harts_bluff_isd_approved_.pdf)



EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
CREDENTIALS AND RECORDS

DBA  
(LOCAL)

**PROPOSED REVISIONS**

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**Note:** This local policy has been revised in accordance with the District's innovation plan.<sup>1</sup>

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UPDATING  
CREDENTIALS

All employees who have earned certificates, endorsements, or degrees of higher rank since the previous school year shall file with the District:

1. An official college transcript showing the highest degree earned and date conferred.
2. Proof of the certificate or endorsement.

CONTRACT  
PERSONNEL

The Superintendent or designee shall ensure that contract personnel possess valid credentials before issuing contracts.

STATE TEACHER  
CERTIFICATION

In accordance with the District's innovation plan, the District is exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification. State certification shall not be required for teachers of career and technical education (CTE) and general education courses. In addition, the Superintendent shall have the authority to permit a certified teacher to teach courses outside his or her certified field(s). All other teaching assignments shall require certification in accordance with state law. [See DK]

SOCIAL SECURITY  
NUMBER

The District shall not use an employee's social security number as an employee identifier, except for tax purposes [see DC]. In accordance with law, the District shall keep an employee's social security number confidential.

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## PROPOSED REVISIONS

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PERSONNEL DUTIES	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
POSTING VACANCIES	The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
APPLICATIONS	<p>All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position.</p> <p>[For information related to the evaluation of criminal history records, see DBAA.]</p>
EMPLOYMENT OF CONTRACTUAL PERSONNEL	<p>The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.</p> <p>The Board retains final authority for employment of contractual personnel. [See DCA, DCB, DCC, and DCE as appropriate]</p>
<u>LENGTH OF CONTRACT</u>	<a href="#">In accordance with the District's innovation plan, the District is exempt from the state law requiring a contract between the District and an educator to be ten months and a minimum of 187 days of service. The required service days for a contract between the District and an educator shall be determined in accordance with the calendar set by the District, as indicated in the employee's contract. The District may reduce the number of days of service, but such a reduction by the District does not reduce an educator's salary.</a>
EMPLOYMENT OF NONCONTRACTUAL PERSONNEL	The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]
EMPLOYMENT ASSISTANCE PROHIBITED	No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in vio-

lation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DH(EXHIBIT) for the Educators' Code of Ethics.]

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i Innovation Plan:

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EMPLOYMENT PRACTICES

DC  
(LOCAL)

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MAXIMUM  
PROBATIONARY  
CONTRACT PERIOD

In accordance with the District's innovation plan, the District is exempt from state law regarding the maximum length of time an experienced teacher, counselor, or nurse may be employed on a probationary contract. At the recommendation of the Superintendent, a probationary contract may be renewed for an additional one-year period for a person who has been employed as a teacher, counselor, or nurse in public education for at least five of the eight years preceding employment by the District.

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ASSIGNMENT AND SCHEDULES

DK  
(LOCAL)

**PROPOSED REVISIONS**

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**SUPERINTENDENT'S  
AUTHORITY**

All personnel are employed subject to assignment and reassignment by the Superintendent or designee when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

Any employee may request reassignment within the District to another position for which he or she is qualified.

**CAMPUS  
ASSIGNMENTS**

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. [See BQ series] In exercising their authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

In accordance with the District's local innovation plan exemption regarding SBEC certification [see DBA], the Superintendent shall have the authority to approve a request by the principal for a qualified individual with experience in a career and technical education (CTE) or general education field to teach a CTE or general education course in accordance with the District's local innovation plan. In addition, the Superintendent and the Board shall have the authority to approve the principal's request to assign a certified teacher to teach courses outside his or her certified field(s). All other teaching assignments shall require certification in accordance with state law. [See DBA]

**SUPPLEMENTAL  
DUTIES**

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

**WORK CALENDARS  
AND SCHEDULES**

Subject to the Board-adopted budget and compensation plan and in harmony with employment contracts, the Superintendent shall

ASSIGNMENT AND SCHEDULES

DK  
(LOCAL)

determine required work calendars for all employees. [See DC, EB]

Daily time schedules for all employees shall be determined by the Superintendent or designee and principals.

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## PROPOSED REVISIONS

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SCHOOL CALENDAR

The Superintendent shall be authorized to approve variations from the Board-adopted school calendar, as necessary.

SCHOOL CLOSURE

The Board delegates to the Superintendent the authority to close schools for reasons of public health and safety.

SCHOOL START  
AND END DATES

In accordance with the District's innovation plan, the District is exempt from the state laws that generally require instruction for students to begin no earlier than the fourth Monday in August and prohibit scheduling the last day of school prior to May 15. Instruction for students shall begin no earlier than the second Monday in August. The last day of school shall be determined annually and shall provide for 75,600 instructional minutes annually in accordance with state law.

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### PROPOSED REVISIONS

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AUTHORITY

The Superintendent is authorized to accept or reject any transfer requests, provided that such action is without regard to race, religion, color, sex, disability, national origin, or ancestral language.

A resident student who becomes a nonresident during the course of a semester shall be permitted to continue in attendance for the remainder of the semester.

TRANSFER  
REQUESTS

A nonresident student wishing to transfer into the District shall file an application for transfer each school year with the Superintendent or designee. Transfers shall be granted for one regular school year at a time.

FACTORS

In approving transfers, the Superintendent or designee shall consider availability of space and instructional staff and the student's disciplinary history and attendance records.

TRANSFER  
AGREEMENTS

A transfer student shall be notified in the written transfer agreement that he or she must follow all rules and regulations of the District.

In accordance with the District's innovation plan, the District is exempt from state law requiring transfers to be for a one-year period. Therefore, violation of the terms of the agreement may result in revocation of the agreement during the school year or may result in a transfer request not being approved the following year.

~~Violation of the terms of the agreement may result in a transfer request not being approved the following year.~~

TUITION

If the District charges tuition, the amount shall be set by the Board, within statutory limits.

WAIVERS

The Board may waive tuition for a student based on financial hardship upon written application by the student, parent, or guardian.  
[See FP]

NONPAYMENT

The District may initiate withdrawal of students whose tuition payments are delinquent.

APPEALS

Any appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.

Harts Bluff ISD  
225907

ADMISSIONS  
INTERDISTRICT TRANSFERS

FDA  
(LOCAL)

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225907

ADMISSIONS  
INTERDISTRICT TRANSFERS

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